

COLORIS® CSR REPORT 2024

Extra-financial performance statement

n°3 - June 2024 - www.coloris-gcc.com



CONTENTS



Sormiou rocky inlet

01 **COLORIS®, french committed player**

- 1.1 Our history and our brand
- 1.2 Our Key figures
- 1.3 Our business
- 1.4 Our values

02 **CSR Governance**

- 2.1 Stakeholder expectations and requirements
- 2.2 Risks and opportunities
- 2.3 Our CSR policy
- 2.4 Commitments and certifications
- 2.5 Internal and external Audits
- 2.6 Global Compact and SDGs

03 **Our future, our commitments**

- 3.1 Leading the responsible transition of our products and processes
- 3.2 Take care of our teams
- 3.3 Acting ethically and responsibly
- 3.4 Promoting sustainable development throughout our value chain

A WORD FROM THE PRESIDENT

The COLORIS® adventure continues in 2024. It is with great pride that we present this new edition of our CSR report. Because COLOUR is our DNA, this year we are honouring our Colorimetry and Digital laboratory located in La Penne sur Huveaune, on the Marseilles coast. Once again, our team has lent itself to the game of posing and staging, and I'd like to thank them for that.

In these pages you will not only be able to appreciate our team, which is doing wonderfully well in the Bouches-du-Rhône department, but also COLORIS®'s commitment to the environment, to the well-being of everyone and to the growth of the group.

Since the company was founded, we have never had to face so many challenges. These challenges galvanise ideas and enable COLORIS® to become a driving force for progress. In this sense, 2024 is all the more remarkable with the renewal of our Platinum ECOVADIS rating for the 2nd year running and the renewal of our membership of the Global Compact.

Our CSR, is all about words and deeds. In its governance, COLORIS® looks far ahead in the face of all the economic, societal, social and environmental challenges. The pace of change in our market is accelerating, with increasing digitalisation and technologies and innovations emerging ever faster. Society's expectations are also evolving rapidly. As customers and employees alike seek meaning, COLORIS® must demonstrate great responsibility and adapt to their expectations. Our decisions are deeply aligned with society's aspirations and we have built up a special relationship with all our partners. COLORIS®'s solid track record of growth and value creation, combined with our scientific expertise,

means we can look to the future with confidence. We are constantly innovating, developing ever more responsible formulas inspired by Nature, thanks to the revolution in green science.

In view of the challenges posed by climate change, one of the major objectives for 2024 will be to publish the Group's full carbon footprint, including Scope 3. Although many actions have already been taken to reduce our impact, this initiative will involve us even more and strengthen our corporate culture around this collective awareness. We are also overhauling the life cycle of our products through major scientific innovations based on the principles of the circular economy, significantly improving our design, production and distribution cycles.

True to our heritage, we place people at the centre of all our projects. Thanks to its diversity, COLORIS® is positioned as a modern company where everyone contributes to excellence and personal fulfilment.

We also have a major role to play in society. We are committed to transparency and ethical practices in all areas, with zero tolerance of corruption and human rights as our cornerstones. We carefully select all our components to ensure fair purchasing and respect for sustainable development.

We still have a long way to go, but we are determined. I have confidence in the day-to-day decisions and actions of all the COLORIS® teams and in the future of this fine corporate citizen.

Grégory Yadan

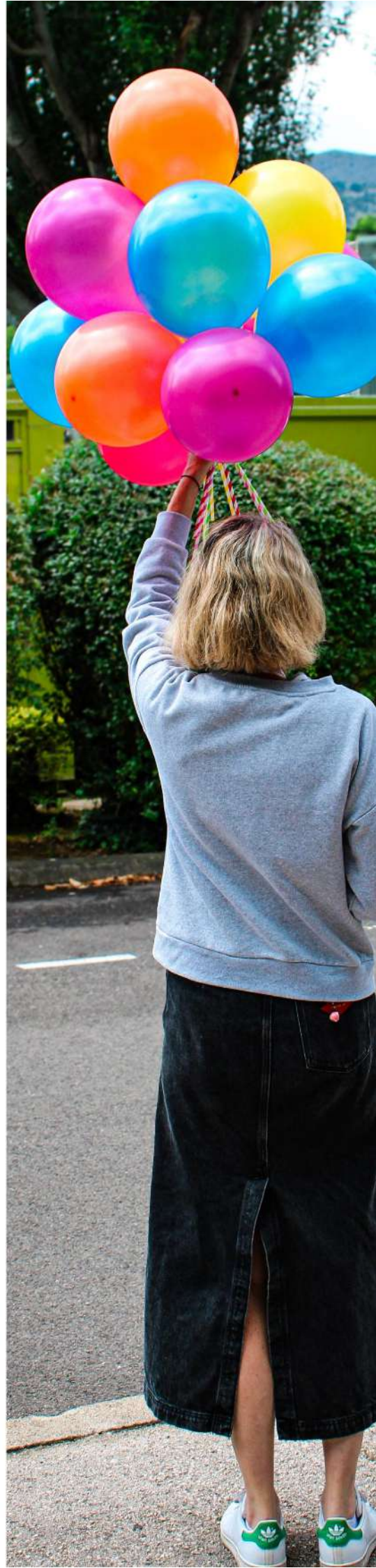
Marseille



O1 COLORIS®
FRENCH
COMMITTED PLAYER

OUR HISTORY

1989 - 1991	Creation of the Research Center laboratory in Marseille
1992	Prospecting abroad
1993	1st sales in Spain
1995	Signing of the 1st major contrat : CUB technology transfer with POLIFARB in Poland
1998	Creation of the COLORIS® brand
2001	Creation of COLORIS® GCC and alliance with RHODIA for global development
2002	Official launch of USF colorants
2003 - 2006	Increase in the number of customers worldwide and in turnover
2007	The alliance with Rhodia ends
2008 - 2010	Dvelopment race
2010	COLORIS® certified ISO 9001 for the first time
2011	Construction of a production unit in Pamiers (09)
2012	Start of COLORIS® PRODUCTION. Tonnage : 1000 tonnes manufactured the 1st year
2015	COLORIS® PRODUCTION produces 2000 tonnes/year
2016	Construction of the 500 m2 extension to the Pamiers plant, with a new laboratory for the installation of the R&D departement (initially in Marseille)
2018	COLORIS® certified ECOVADIS for the 1st time
2019	COLORIS® certified ISO 14001 for the 1st time
2020	Construction of a building dedicated to the manufacture of cosmetic ingredients and to the storage of finished products. Certification process according to the GMP of the EFFCI standard
2021	COLORIS® certified EFFCI GMP for the 1st time
2022	Edition of the 1st CSR report and COLORIS® wins the ECOVADIS platinum medal for the fist time
2023 - 2024	COLORIS® awarded the ECOVADIS Platinum medal for the second year running



OUR KEY FIGURES

19

Turnover in millions of Euro

50

Employees

45

Export countries

2_e

European Producer

2700

Tonnes in 2023

5500

Tonnes Production capacity

6500

m² - surface of the site

3600

Storage capacity



Site of Pamiers
Production plant and
R&D lab



Site of La Penne sur Huveaune
(Marseille)
Colorimetry and digital lab



Site of Villeneuve-Loubet
Headquarter

OUR BUSINESS

COLORIS® is a french family-owned industrial company that develops and manufactures colouring products for various industries , as well as ingredients for personal care cosmetics.

In few words...

- French company, family-owned, human-sized, exporting all over the world.
- Manufacturer of colorants and pigment dispersions for paints, plastics, and leathers.

- Manufacturer of ingredients for cosmetic products for personal care.
- Providing a wide range of colorimetric and digital services.

With a production and logistics site of more than 6500m², a Reserach & Development center and a technical assistance and digital center.

Inventor of a unique dispersion technology, patented worldwide.



PRIVACY

QUALITY

SERVICE

INNOVATION

RESPONSIVENESS

FLEXIBILITY

OUR VALUES

COLORIS®'s core values are Confidentiality, Quality, Service, Innovation, Responsiveness and Flexibility.

The backbone of our company

We place **confidentiality** at the heart of everything we do. We understand the importance of protecting our customers' sensitive information, which is why we are committed to maintaining the highest standards of security and confidentiality in every aspect of our work.

Quality is our hallmark. We constantly strive for excellence in every product we deliver, every service we provide. Our commitment to quality means that our customers can always rely on us to provide reliable, long-lasting solutions.

Customer **service** is our top priority. We believe in a customer-centric approach, listening carefully to their needs and providing customised solutions that exceed

their expectations. Our dedicated team is always on hand to offer exceptional support every step of the way.

Innovation is our driving force. We are constantly looking for new ideas and new technologies to improve our products and services, offering our customers innovative solutions that meet the challenges of the modern world.

Responsiveness is our commitment. We understand the importance of responding quickly to our customers' changing needs. Our team is agile and ready to act quickly to deliver effective solutions, whatever the challenge.

Flexibility is our strength. We understand that every customer is unique, which is why we adapt to their specific needs. Our flexible approach enables us to provide tailor-made solutions that meet each customer's individual requirements.



Our Color and Digital Lab Team

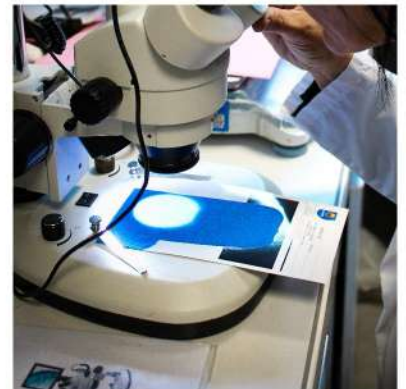


O2 CSR GOVERNANCE

STAKEHOLDER EXPECTATIONS AND REQUIREMENTS

CUSTOMERS & CONSUMERS

- LISTEN:** Matching our offer to their needs
- SATISFY:** quality, deadlines, costs, relationships
- REASSURE:** reliability, durability
- RESPECT:** environmental, social and health requirements



EMPLOYEES

- MOTIVATE** with clear and stimulating assignments
- ENSURE** people's health and safety
- WATCHING** over the working environment, well-being and personal development
- DEVELOPING** skills, talents and pay scales
- COMMUNICATE** harmoniously



AUTHORITIES

- COMPLY** with regulatory and reporting requirements
- REDUCE** emissions and environmental impact
- APPLY** measures and regulations
- COMMUNICATE** transparently



OUR STAKEHOLDERS ARE AN ESSENTIAL PART OF OUR CORPORATE SOCIAL RESPONSIBILITY APPROACH. AS DIRECT OR INDIRECT PLAYERS, THEY PARTICIPATE IN THE COMPANY'S ACTIVITIES AND IN THE CREATION OF VALUE. THEY CAN INFLUENCE DECISION-MAKING. THEY ARE RESPECTED AND VALUED.



SERVICE SUPPLIERS

BUILDING a relationship of trust
BE flexible, solvent and available
CLARIFY our CSR and environmental needs and requirements



LOCALS

MONITOR the impact of our activity
COMMUNICATE transparently and proactively
WORKING TOGETHER harmoniously



BANK & INSURANCE

MONITOR the company's financial health and business continuity
REDUCE risks
MAINTAIN good relations with our partners

RISKS AND OPPORTUNITIES

In order to integrate corporate social responsibility into its strategy, COLORIS® has implemented a CSR approach that goes hand in hand with a strategic approach for defining its most relevant social commitments, in line with the interests of the Group and those of its stakeholders. These strategic commitments are rolled out operationally and monitored at business level.

The Group's CSR strategy is the direct responsibility of Grégory Yadan, Chairman of the Group. It is the Chairman who validates the CSR Policy. This policy affirms the commitment of the members of the Executive Board and all COLORIS® employees to these issues.

The QHSE and CSR Manager is responsible for steering the resulting

CSR approach, coordinating and implementing the CSR strategy within the Group's various functions and companies.

He is also responsible for internal and external communication, raising awareness and training employees in CSR issues, and sharing best practice within the Group. The Management System fully integrates the identification and management of risks and opportunities that have an impact on processes, the conformity of products and services, industrial hygiene, regulatory requirements and customer satisfaction. COLORIS® plans and implements proportionate actions in response to the risks and opportunities within the various processes. This risk analysis also takes into account the cosmetics business.



SOCIAL AND HUMAN RIGHTS

RISKS :

- Recruitment difficulties in certain professions
- Non-compliance with the principle of equal pay
- Breach of personal data (non-compliance with the GDPR)
- Violation of fundamental human rights by our employees and/or during the product life cycle

OPPORTUNITIES AND IMPLEMENTED ACTIONS :

- Alert procedure of non-compliance with company policy
- Management of the Skills Development plan
- Policy to promote the employment and integration of people with disabilities
- Anti-discrimination policy
- Calculation of the Gender Equality Index
- Social dialogue
- Code of conduct
- Implementation of a GDPR compliance program

HEALTH AND SECURITY AT WORK

RISKS :

- Risks related to the working environment
- Company activities that may expose to hazardous chemical agents

OPPORTUNITIES AND IMPLEMENTED ACTIONS :

- Work Health and Safety Policy
- Study of exposure risks at workstation
- Procedure for the elimination of hazardous substances
- Quality of Life at Work initiative

SAFETY AND SECURITY OF THE INDUSTRIAL SITE

RISKS :

- Fires
- Spreading
- Intrusion and physical damages to facilities

OPPORTUNITIES AND IMPLEMENTED ACTIONS :

- Fire defence plan drawn up with the SDIS and the DREAL
- Protocol for safeguarding the site in the event of spreading, environmental analysis with pollution prevention program
- Site entirely on retention
- Site under video surveillance

ENVIRONMENTAL IMPACTS OF OUR ACTIVITIES

RISKS :

- Accidental chemical spills
- Neighbourhood complaints about noise pollution
- Pollution (effluents, wastes, émissions)

OPPORTUNITIES AND IMPLEMENTED ACTIONS :

- ISO14001 environmental analysis with pollution control program
- Noise study at the property boundary in compliance with regulations since the site was created
- Control of atmospheric discharges and groundwater monitoring
- Monitoring of the waste generated by our activity and constant search for recycling solutions

SUSTAINABLE USE OF NATURAL RESOURCES

RISKS :

- Energy cost
- Carbon footprint
- Water consumption for washing processes

OPPORTUNITIES AND IMPLEMENTED ACTIONS :

- Monitoring of energy consumption and study of ways to make savings
- Calculation of Carbon footprint
- Monitoring of water consumption and installation of a closed circuit washing water station to ensure savings on this resource

RESPONSIBLE PURCHASING

RISKS :

- Impacts of our suppliers' activities on CSR areas
- Supply disruptions in strategic raw materials (eg: suppliers failures, single-source situations, natural disasters, etc.)
- Use of conflict minerals by our suppliers

OPPORTUNITIES AND IMPLEMENTED ACTIONS :

- Responsible purchasing policy, supplier evaluation
- Supplier integrity statement
- Withdrawal of COLORIS® in the event of non-compliance with purchasing charters and policies
- Implementation of alternative materials and double-sourcing solutions
- Development of an e-learning training and a quiz to raise awareness of corruption issues and risks
- Sheet dedicated to the creation of raw materials in compliance with REACH requirements.

RISKS :

- Risks of microbiological contamination for cosmetic ingredients

CONSUMER HEALTH AND SAFETY

OPPORTUNITIES AND IMPLEMENTED ACTIONS :

- Strict health protocol and monitoring of the risk of microbiological contamination
- Raising awareness and training in hygiene measures
- Alert and recall procedure in the event of contamination

ANTI CORRUPTION

RISKS :

- Risk of corruption, conflict of interest and fraud in commercial activities
- High level of exposure to the risk of corruption for certain jobs (purchasers, site directors, financial directors).

OPPORTUNITIES AND IMPLEMENTED ACTIONS :

- Implementation of an anti-corruption policy
- Development of an e-learning training and a quiz to raise awareness of the issues and risks of corruption
- Development of the code of ethics

RISKS :

- Physical risks that may affect equipment and network : fire, intentional destruction, disruption of the external environment (air conditioning incident, power failure, lightning, etc.) machine breakdowns.
- Risks that may affect programs and data : data overwriting, hacking, viruses, unauthorised access, data theft, misuse of systems, software error during tests, various malfunctions.

IT SECURITY

OPPORTUNITIES AND IMPLEMENTED ACTIONS :

- Data security charter according to General Data Protection Regulations (GDPR)
- IT security audits
- Privacy Policy

OUR POLICY

With respect for people, their safety and the environment at the heart of its concerns, the COLORIS® Group has voluntarily committed to a Corporate Social Responsibility (CSR) approach. We are deploying our strategy to introduce the concepts of transparency, ethics and sustainable development, reconciling economic and social progress with respect for the environment, by involving everyone in the company.

Our aim is to mobilise the energies and skills of the team to provide innovative and sustainable solutions to the challenges and issues facing energy.

We ensure that our business relationships are based on fair practices in order to establish a relationship of trust with all stakeholders. Governance is committed to working with respect for its customers, suppliers and all other parties involved in the economy.

Our aim is to enable the COLORIS® team to flourish in their profession, while respecting their rights, and to maintain local jobs.

This action is collective; it fully involves everyone in a sustainable way. CSR is not a fixed objective, but a behaviour that calls on the strength, initiative and responsibility of each individual.

We are convinced of the essential purpose of this approach, and our commitment is always to promote our values.

COLORIS® is therefore committed to carrying out actions based on 4 pillars:

Leading the responsible transition of our products and processes

- Carrying out our activities while reducing inconvenience, nuisance and discharges that have an impact on the environment
- Preserve natural resources such as water
- Promote energy savings

- Reduce our carbon footprint in the face of climate change, in particular by controlling business travel
- Protect biodiversity with innovative solutions by investing in Research and Development

Taking care of our teams

- To achieve our objectives while remaining attentive to the needs and expectations of each and every one of us
- Guaranteeing everyone's right to safety in the performance of our activities and in the risk prevention process
- Combating discrimination and harassment
- Adapting work to people to ensure their well-being
- Developing skills, careers and access to training
- Promoting professional integration to encourage long-term employment

Acting ethically and responsibly

- - Integrating diversity into our teams
- Preventing and eradicating child and forced labour
- Upholding and promoting fundamental human rights
- Actively combating corruption, fraud and money laundering

Promoting sustainable development throughout our value chain

- Lead the responsible purchasing initiative
- Promote local employment for companies in the region
 - Working hand in hand with suppliers and service providers, fostering a relationship of trust
 - Guarantee the safety and integrity of our customers and consumers by ensuring the transparency of our products.

OUR COMMITMENTS AND CERTIFICATIONS



COLORIS® is evolving in a constantly changing economic context, leading to rapid changes in its environment, its customers and its competitors. Regulations are also undergoing drastic changes, leading to major developments in the market in terms of both safety and the environment. As a result, our company is adapting its product range and structure accordingly (by buying or selling companies) in order to develop its market position. These developments and challenges are regularly reviewed by management in order to adjust strategy and adapt the management system to operational needs. Dans ce contexte, COLORIS® s'est engagée pour certifier les produits et procédés. COLORIS® est certifiée



ECOVADIS Platinum medal (CSR management system)

ISO9001 (quality management system),



SO14001 (environmental management system),

EFFCI Good Manufacturing Practices.

These certifications are managed as part of an integrated system based on the principle of continuous improvement.



THE EUROPEAN FEDERATION FOR COSMETIC INGREDIENTS



INTERNAL AND EXTERNAL AUDITS AND CONTINUOUS IMPROVEMENT

Our procedures specify the rules for initiating, preparing, carrying out and following up internal audits of the quality and environmental management system. The QSE department draws up an annual audit programme covering the entire system and ensures that the auditors are qualified and independent of the departments audited. Each audit is the subject of a report. The results are examined during the management review.

The internal audit includes compliance with the EFfCI standard on good manufacturing practice for cosmetic ingredients.

Indicators are monitored to check the effectiveness of our various processes. All indicators are reviewed regularly by department managers and during management reviews. Analysis of the results of the indicators can lead to actions for improvement.

Risk analysis leads to an improvement action plan for each process. Risk analysis is triggered to enable continuous process improvement.

An improvement action plan is linked to management objectives. The actions to be implemented consist of ensuring the effectiveness of the system, preventing or reducing undesirable effects and adopting a continuous improvement approach.

GLOBAL COMPACT



WE SUPPORT

The GLOBAL COMPACT invites organisations around the world to voluntarily align their activities and strategies with universally accepted principles in key areas:

- human rights
- international labour standards
- the environment
- anti-corruption

COLORIS® has been a signatory of the United Nations Global Compact since 2020 and is committed to its 10 principles.

... AND SDG



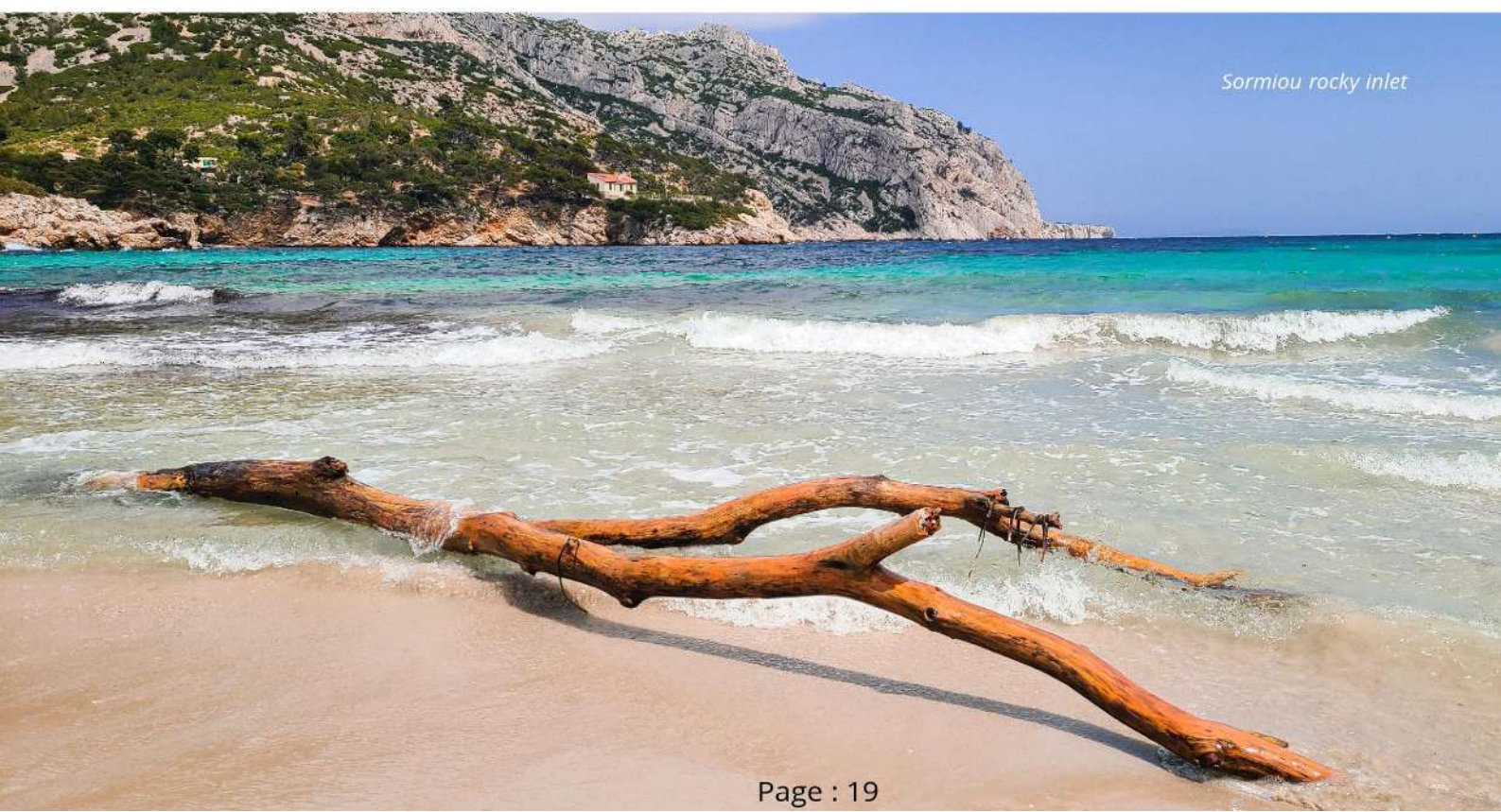
To demonstrate our commitment in concrete terms, we publish an annual Communication on Progress (COP) to report on our progress.

Our COPs are available on the Global Compact website.

The 17 Sustainable Development Goals (SDGs) were defined by the Member States of the United Nations (UN) in response to the 2030 Agenda for Sustainable Development. Every company, through its

decisions and activities, has an impact on its employees, customers and suppliers, but much more widely on society and the environment.

CSR is at the heart of COLORIS® strategy and is based on the desire to take full responsibility for its impacts and to transform them for the better by taking into account the expectations of all stakeholders.



Sormiou rocky inlet



03 OUR FUTURE, OUR COMMITMENTS



LEADING THE RESPONSIBLE TRANSITION OF OUR PRODUCTS AND PROCESSES

1. environmental management

COLORIS® is strongly committed to reducing its environmental impact throughout its value chain. Based in particular on the environmental risks identified, COLORIS® is implementing a continuous improvement approach in line with its priority environmental protection issues. This approach has been ISO 14001 certified since 2019, and is fully in line with MDG 12 'Responsible consumption and production'. Thanks to robust reporting, we are able to account for the major impacts of our activities: waste, water, energy and emissions. These indicators are reviewed each year during the management review. Based on the results, areas for improvement are identified and communicated.

Each year, we review the environmental analysis, which lists the significant environmental impacts, objectives and associated resources. The prevention of environmental risks and pollution is linked to the following priorities:

REDUCING WASTE at source, using in-house reuse, recycling and energy recovery methods

REDUCING GREENHOUSE GAS EMISSIONS (controlling VOC emissions, controlling travel, etc.)

CONTROLLING ENERGY AND WATER CONSUMPTION : monitoring consumption, diagnostics, closed circuits, automatic cleaning systems, recovery and use of rainwater, renovation or replacement of production and lighting equipment, etc.

REDUCING POLLUTION of air, water and soil through controls, active monitoring and preventive maintenance

REDUCING NOISE POLLUTION installations de silencieux sur extracteurs d'air, insonorisation...

PROTECTING BIODIVERSITY with innovative solutions from Research and Development

AWARENESS AND TRAINING on the environment

PREVENTING EMERGENCIES by updating the fire defence plan and conducting regular drills

SECURING SITES video surveillance, fire detection systems, site access control
 COLORIS® invests in environmental training and awareness-raising for its employees. The new employee handbook also provides environmental instructions to all employees as soon as they join the company. As regulatory pressure intensifies, particularly with regard to the ICPE nomenclature, we are implementing training and information initiatives concerning the CLP regulation on the classification, labelling and packaging of substances and mixtures. Poster campaigns, communication campaigns and dedicated IT systems are also developed in-house to inform employees about energy-saving gestures, labelling rules, chemical risks, policies, indicators, etc.



FOCUS ON WASTE

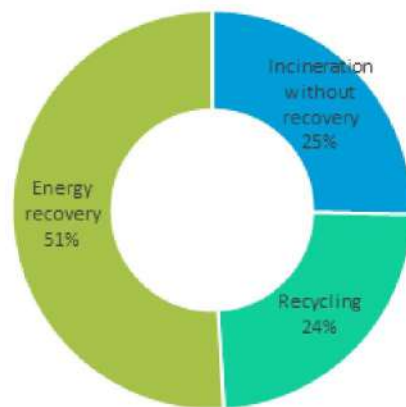
COLORIS® generates various types of waste during the manufacture of its products, such as chemical water, cleaning solvents, out-of-date paste dyes in aqueous and solvent phases, soiled packaging (cardboard, metal, plastic), etc. The objectives of our waste management policy are:

1. Reduce the quantities of hazardous waste generated by our activities
2. To recover an increasing proportion of the waste generated (landfill is excluded from our policy)
3. Raising employee awareness of selective sorting.

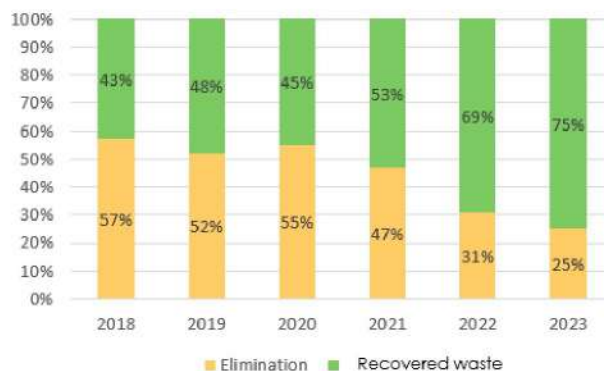
Waste recovery and recycling account for 75% of our waste treatment, and this figure has been rising since 2018.



Distribution of waste treatment 2023



Share of waste recovery per year





Efficient lighting management - total LED relamping and detection. No night-time lighting.



Waste compactor



Heat recovery from the cooling unit for heating purposes



Deployment of ecopasture on our industrial site

EXAMPLES OF ACHIEVEMENTS FOR THE ENVIRONMENT



Donation of pallets to the AUTISM'PRO LES JARDINS BLEUS association



Label rolls returned to supplier for rewinding



Introduction of glass wool recycling for insulation purposes



Gluing cardboard with starch glue

2. pollution prevention

It is essential to ensure a high level of satisfaction from our customers while constantly striving to reduce our environmental impact, by limiting our emissions, preventing pollution and complying with regulations. The environmental analysis is carried out for COLORIS® in order to identify and assess the environmental impact of all the company's activities and services covered by the Quality and Environmental Management System, under all operating conditions.

RISK ANALYSIS This involves identifying environmental aspects in the form of a list for the different phases of operation and quantifying the impact factors on the basis of field measurements, staff interviews, company data sources and regulatory data.

HANDLING EMERGENCY SITUATIONS : The sites are equipped with the

necessary fire-fighting and fire-spreading equipment (fire extinguishers, RIA, PIA, pressure boosters, BAES, smoke vents, fire-spreading kit, etc.), checked annually by an APSAD-certified service provider. Since 2024, COLORIS® has been equipped with an automatic extinguishing system to protect the technical electrical rooms and ensure business continuity.

STAFF TRAINING for all these situations. The newcomer's handbook provides these instructions in the event of an accidental spill or evacuation. Finally, noise pollution can also occur. We monitor noise levels in the vicinity of our site to ensure that our activity does not generate noise pollution. These checks are carried out by approved organisations.



TREATMENT OF VOC EMISSIONS



Controlling VOC emissions from the use of organic solvents is one of COLORIS® environmental policy priorities. To effectively reduce our VOC emissions, we take action at various levels. We capture emissions at source and have them checked annually by approved organisations. The R&D department is constantly working to find substitutes for products that generate VOCs. Our Pamiers site is subject to a prefectural decree setting occupational exposure limit values.

3. product life cycle



Raw materials are selected by the R&D laboratory according to the performance required and their CLP labelling. The origin of the supply and the manufacturing process are also taken into account wherever possible, the aim being to select raw materials that have the least impact on the environment (energy, resources, pollution) and on health. Ethical criteria are also taken into account. For example, COLORIS® carries out due diligence on its suppliers to ensure that conflict minerals are not included in our raw materials. The DNA of COLORIS® is increasingly marked by this desire and collective awareness in favour of

sustainable sourcing for all generations. Production is a simple cold mix. Close monitoring of indicators such as the BPC (Bon du Premier Coup), the site's energy consumption and waste production helps to limit the environmental impact of the manufacturing phase. Efforts to optimise flows between the production site and the logistics platform, as well as the choice of transporters, help to control transport costs and at the same time reduce air emissions. The labelling on the packaging, the information contained in the safety data sheet and the product description sheet enable the applicator to

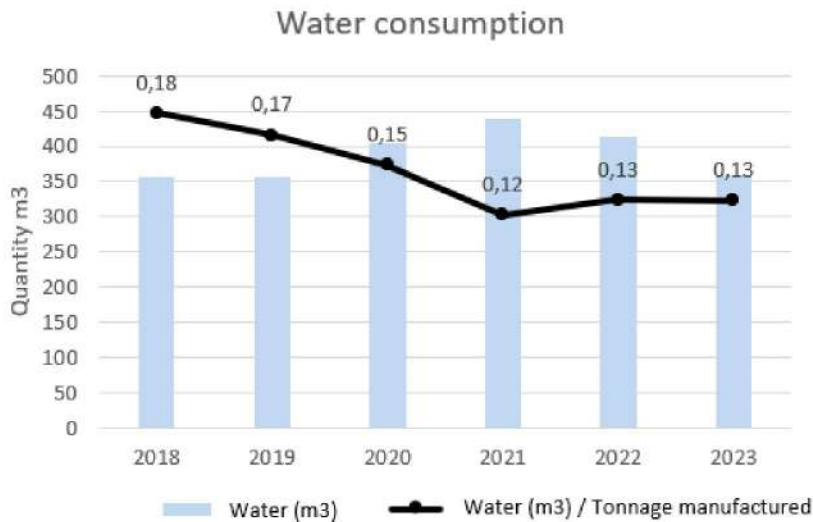
use the product under optimum conditions of performance and safety. The product's life cycle is taken into account at every stage and COLORIS® is committed to reducing its impact wherever it can have an influence.

Among the concrete actions in favour of the product life cycle, we take action on waste at our customers' sites. Wrapping pallets of finished products for dispatch to customers uses up a lot of plastic waste. We have decided to change from film to pre-stretched film, reducing the amount of plastic used by 50%. As a result, our customers are seeing a reduction in the amount of plastic waste.

4. sustainable use of resources



WATER



Water is at the heart of COLORIS®'s business. It is involved in many phases of production. We use it in the composition of our products and during the cleaning of production tools. As with all our CSR indicators, COLORIS® has set itself the target of reducing water consumption per tonne of product by 15% by 2023 compared with 2018. This target has been met, with a reduction of 27%. Each year, the rate of achievement of this target is calculated within the scope of certification, based on the water consumption recorded at each industrial site, and then analysed at the management review. Based on the results measured, areas for improvement are identified and then passed on to the operational level. Our water policy is integrated into the ISO 14001-certified Environmental Management System. The improvement actions identified to reduce water consumption are included in the environmental analysis and the associated action programme. To reduce its water consumption, COLORIS® is working in 3 areas:

REDUCE WATER CONSUMPTION

by implementing specific measures and raising staff awareness aimed at

reducing water consumption (closed circuits, automated cleaning systems in place), and by monitoring equipment consumption with the installation of remote meter reading to detect leaks and abnormal consumption in real time.

REUSING WATER by setting up a station to recycle and reuse cleaning water on the production site.

RATIONALISING WATER by collecting and using rainwater for industrial purposes. We currently have a 360 m3 rainwater reservoir that collects all the roof water from our buildings. This system enables us to maintain a permanent reserve dedicated to fire-fighting. As rainfall is significant, this reserve has an overflow, so that the overflow of water is returned to the groundwater. With a view to optimising these volumes, COLORIS® is working on a project to reuse all or part of this rainwater for the process.

This continuous improvement approach is fully in line with Sustainable Development Goal 6 'Clean water and sanitation'.

ENERGY

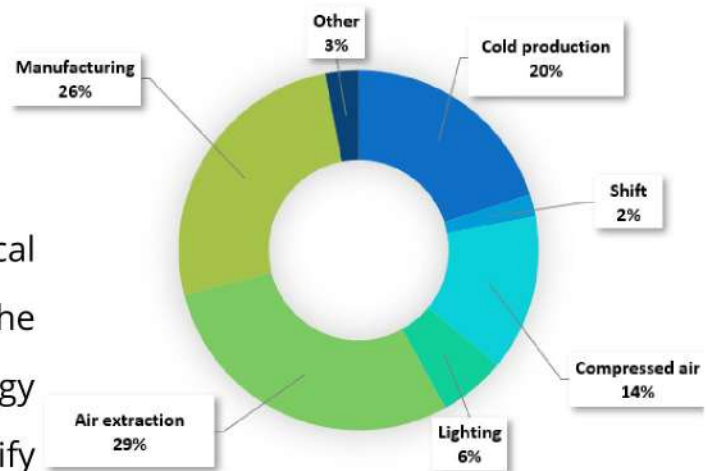


COLORIS®'s industrial activities use electrical energy. Our energy management is based on the following principles:

- Drawing up an energy policy to use energy more efficiently;
- Carrying out diagnostics to better identify significant energy uses and take targeted decisions;
- Careful monitoring and ongoing control of energy consumption.

Every year, our industrial sites invest in equipment that consumes less energy (replacement of refrigeration units with more recent models, installation of LED lighting, replacement of compressors with models that consume less energy, automation of heating systems, replacement of motors with variable speed drives). In addition, employees are made aware of the need to take action to save energy. The reduction efforts we have been making for several years now have enabled us to significantly improve the energy efficiency of our industrial site.

Energy consumption distribution



5. climate change

Global CO2 emissions keep on rising and have more than doubled since 1990. Taking action to combat climate change is therefore a key issue for COLORIS®.

The Group Chairman is responsible for the company's climate and energy policy and its strategy for adapting to the consequences of climate change. To achieve this, he chairs the CSR Committee, which is responsible for deploying COLORIS®'s climate and energy commitment. Through its analysis, the CSR Committee defines the strategic guidelines and monitors their implementation and progress. At the annual management review, progress and the means to be implemented to achieve our new objectives are examined in detail. During these reviews, we address quality, environmental and energy issues.



The Group's governance mechanisms also help to ensure that COLORIS®'s climate and energy policy is rolled out and implemented operationally within the company's various entities. 6 times a year, the Executive Committee (COMEX) checks that the objectives have been achieved and that they are in line with the challenges, based on the scorecard provided monthly by the QHSE-RSE unit.

On the basis of this information, COMEX has overall oversight of climate-related issues, enabling its members to:

- Review and guide strategy
- Guide the main action plans
- Review and guide annual budgets accordingly
- Monitor and oversee progress against climate-related objectives
- Review and guide risk management policies

The QHSE-RSE unit is responsible for implementing these action plans and achieving the targets set, and contributes to the assessment and management of risks and opportunities.

Each year, the Chairman examines and approves the CSR report, which covers the company's achievements, strategy and objectives over the past financial year. This includes a review of programme implementation and progress towards climate targets.

Zero refrigerant leaks

SCOPE 1

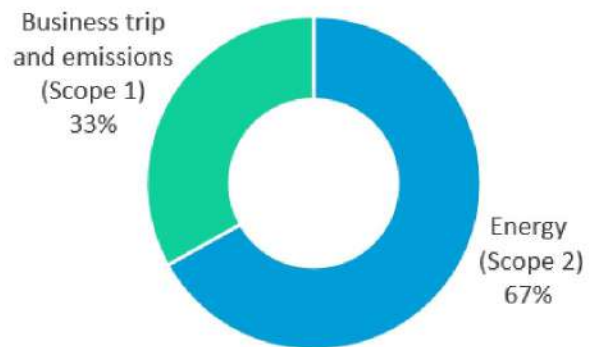
Every year, we carry out checks on refrigerant leaks, compressed air leaks and energy consumption. We carefully monitor the journeys made by company vehicles. 10% of our company vehicles are hybrids. Our objective is that within 5 years, half of our fleet will be hybrid or electric vehicles.

At our production plant, 100% of our forklift fleet is electric. Thermal forklifts are excluded from our choice.

SCOPE 2

We only use carbon-free energy for our energy consumption. Our manufacturing processes continue to consume energy, which is why we monitor our sites via the EDF 10-minute point. We also update the energy diagnostics of our buildings, which enable us to define priority actions for improvement.

Distribution of emissions



SCOPE 3

93% of our components come from Europe



of which 48% from France



COLORIS® is committed to establishing Scope 3 for all its sites by 2023. Accompanied by a dedicated consultancy, a report will be drawn up in 2024 and will be renewed each year. At the end of this process, a complete and reliable CARBON ASSESSMENT will enable COLORIS® to position itself in terms of the actions that can be taken concretely in favour of climate issues. Among the data collected, we can already highlight the origin of our products.

Indicators

Objectives

2023

CARBON FOOTPRINT

Total Carbon Footprint in CO2e tonnes SCOPE 1
 Total Carbon Footprint in CO2e tonnes SCOPE 2
 Total Carbon Footprint in CO2e tonnes
 Emission Ratio Scope 1 (Tonnes of CO2e/tonne sold)
 Emission Ratio Scope 2 (Tonnes of CO2e/tonne sold)
 CO2e Tonnes Ratio/tonnage produced

ENERGY - ELECTRICITY

Electricity Consumption
 Electricity Consumption Ratio/tonnage produced

AIR

TRAVEL
 Business travel by car - Diesel
 Quantity of road diesel consumed

ATMOSPHERIC EMISSIONS

Quantity of VOCs
 Quantity of CH4
 Quantity of Dust

WATER

Water consumption in m³
 Water consumption Ratio/tonnage produced
 Quantity of pollutants released into water

WASTE

Total factory waste quantity
 Including Hazardous Waste Quantity (DID)
 Including Non-Hazardous Waste Quantity (DIB)
 Including Non-Hazardous Waste (Cardboard/Plastic)
 Total Waste Ratio/tonnage produced
 DID Waste Ratio/tonnage produced
 DIB Waste Ratio/tonnage produced
 Cardboard Waste Ratio/tonnage produced

RECYCLING

Rate of waste recovered or recycled
 Quantity of plastic sent for recycling
 Quantity of reused pallets

ENVIRONMENTAL INCIDENTS/ACCIDENTS

Number of refrigerant fluid leaks
 Number of Environmental incidents
 Number of Environmental accidents
 PRODUCT LIFE CYCLE - COMMITMENT
 Percentage of staff trained on environmental issues
 Regulatory compliance rate
 Percentage of ISO 14001 certified sites
 Number of major non-conformities following
 External ISO 14001 Audit
 Number of minor non-conformities following
 External ISO 14001 Audit
 Number of product recalls (consumer safety)

Reduce Scope 1 and Scope 2 CO2 emissions by 5% by 2030 compared to 2020.
 Conduct a Scope 3 carbon footprint assessment in 2024.
 Reduce Scope 1 and Scope 2 CO2 emissions by 20% by 2050 compared to 2020.

Reduce electricity consumption by 10% by 2025 compared to 2019.

Reduce business travel by 10% by 2025 compared to 2019.

Reduce emissions by 10% by 2025 compared to 2019.

Reduce water consumption by 10% by 2025 compared to 2019.
 Zero pollutants

Achieve a waste tonnage ratio per ton produced of less than 7%.

70%
 Increase by 10% by 2025 compared to 2020

Zero environmental incidents and accidents

25%

>90%
 33%
 Zero non-conformities
 Zero non-conformities

Zero product recalls

48 TCO2e
 97 TCO2e
 146 TCO2e
 1.72 TCO2e/T
 3.49 TCO2e/T
 5.25 TCO2e/T

1 137 387 kWh
 408.7 kWh/T

218 053 km
 15 264 liters

34.35 kg/year
 13.02 kg/year
 3 kg/year

359 .69 m3
 0.13 m3/T
 0 ton

191 T
 162 T
 13.29 T
 15.81 T

6.9%
 5.8%
 0.5%
 0.6%

75%
 15 T
 32 T

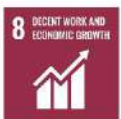
0
 0
 0

18.75%

97%
 33%

0
 0

0



TAKING CARE OF OUR TEAMS



1. developing talent

The COLORIS® Group's objective is to attract and inspire talent by guaranteeing the well-being of all its employees. We do everything we can to make them want to continue working with us.

Goodwill and well-being are essential for the fulfilment and productivity of each individual. We encourage inclusion, team spirit and diversity.

With 3 locations, internal communication can be difficult, which is why we created the COLORIS® LiFE magazine, the first edition of which was published in 2022. The magazine is participative, with all employees able to submit articles.

Training to develop business skills.

We listen to all our employees and offer them training to meet their skills development needs and enable them to progress and flourish. An induction form is created on recruitment and follows the employee throughout their career, so that we can measure their progress within the Group.

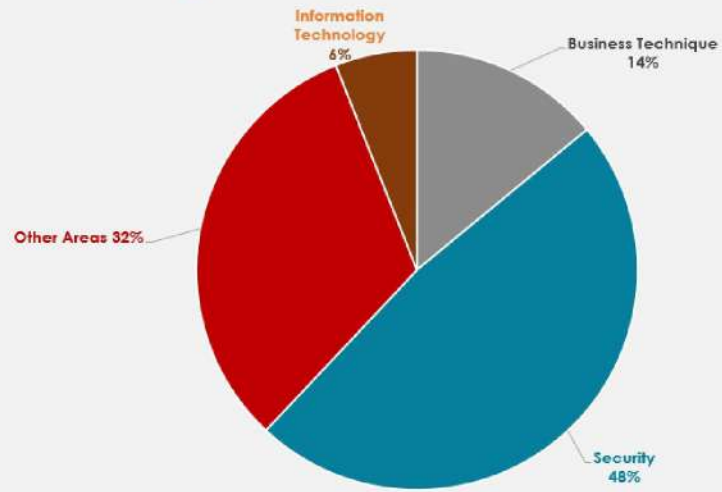
COHESION :
ONE OF OUR CORE VALUES





TRAINING 2024

Breakdown of training hours by theme



Showcasing the talents and passions of our employees.

For example, one of our supply staff is a talented photographer. These talents are being showcased in our new marketing campaign.



Kiss time

KEEP IT SMART AND SIMPLE. Directly derived from LEAN Management, this exchange time is called short-interval management. Each week, the manager of each department gathers their team to review key performance indicators and assess progress towards goals. Beyond that, it's a special moment with the team members, giving them the opportunity to speak up, share their difficulties, report any hazardous situations encountered, and present their ideas. After 3 years of implementation across departments, the success continues. Thanks to this approach, employees have noticed significant improvements in their workspaces and common areas (development of 5S, optimization of circulation flows, improvement of quality of work life).



COLORIS® GONG

This ritual allows us to communicate with the team about new customers and new ranges purchased by existing customers on the WhatsApp group with a Gong! A method for uniting teams around successes.



Every year, we schedule Team buildings with the entire team. By learning to work together and getting to know each other, we can better manage all the situations we may face and be more effective.



2. protecting people



To prevent occupational risks in the company, including those linked to arduous working conditions, COLORIS® is organised to work with all the players concerned. Management and supervisors are responsible for the prevention approach and the resulting actions. The Social and Economic Committee (SEC) and the occupational health department are also involved in this process. Finally, all employees have an essential role to play, from identifying risks to drawing up and implementing a prevention action plan. COLORIS® bases its health and safety management on risk analysis through the following axes:

Assessing occupational risks through the Single Document to identify, analyse and classify risks so that appropriate preventive action can be taken. To do this, we deploy PREVISOFT software specifically for this analysis.

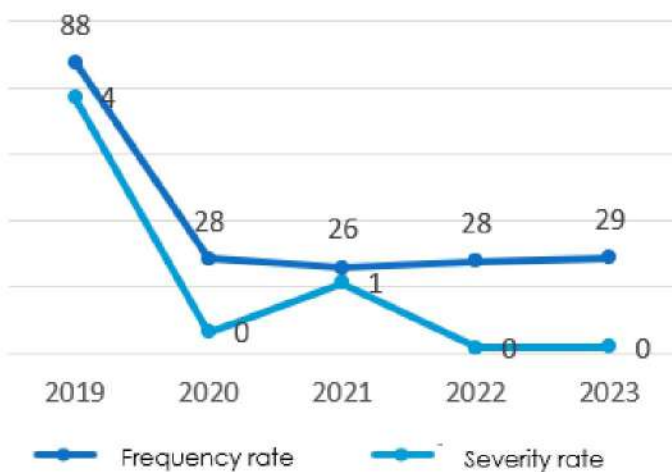
Analysing and dealing with accidents and near misses to identify the causes of the incident and implement appropriate corrective or preventive measures.

Conduct "field tours" to identify hazardous areas and situations in workshops and laboratories (equivalent to an internal field audit).

Welcome all new arrivals (employees, temporary workers, subcontractors) with the mandatory support of the "New Entrant Manual," ensuring a presentation of company risks and guidelines. During this orientation, general safety training and enhanced training are provided.

Communicate to each workspace, he associated job safety sheets, detailing the risks involved and the instructions to follow. In terms of preventing work-related hardships, we analyze criteria such as noise, vibration, etc., each year. To date, no hardship factors have been identified within the company. Despite this, custom-molded earplugs have been provided to all exposed employees to ensure auditory comfort. Additionally, when purchasing machines, we consider noise factors by limiting the number of generated waste and/or by supplying additional soundproofing kits.

Evolution of frequency and severity of accidents





PREVENT CHEMICAL RISK

Given the activities of our company, the prevention of chemical risks is an integral part of our safety approach. Chemical risks arise from exposure to hazardous chemicals or their use, which can lead to adverse health effects.

At COLORIS®, the prevention of chemical risks is particularly based on:

- **The identification** of hazardous substances present in our operations,

- A thorough and rigorous **risk assessment** that takes into account the severity of the risk, particularly for carcinogenic, mutagenic, or toxic to reproduction (CMR) substances. For this, we use the SEIRICH software.

The results of this assessment are made available to occupational health services and employee representative bodies. In general, the actions implemented prioritize the elimination or substitution of hazardous substances and

processes with less dangerous alternatives and collective protective measures. Our prevention approach is further supported by the following complementary measures:

- Information, awareness, and training of employees on chemical risks as soon as they start in the company, regardless of their position;
- Implementation of hygiene measures (individual and collective): specific PPE is made available upon request (such as non-powdered nitrile gloves, cartridge masks, coveralls, etc.);
- Establishment of emergency procedures in case of exposure to chemicals, with trained Workplace First Aiders on site;
- Monitoring of the health status of exposed employees in collaboration with Occupational Health Services;
- Detection of abnormal solvent levels in the workshop and storage area related to the ventilation system.

INDUSTRIAL RISK MANAGEMENT



Industrial risk is defined as an accidental event that can occur at an industrial site, involving hazardous substances and/or processes and leading to serious immediate consequences for employees and the environment. To limit its occurrence and impact, our Pamiers site is classified as an ICPE (Installation Classified for Environmental Protection) and is subject to authorization. In collaboration with the DREAL (Regional Directorate for the Environment, Planning, and Housing), we have developed our Fire Defense Plan (PDI), which outlines our roadmap for industrial risk prevention and management. This involves raising awareness, training, and empowering employees, integrating industrial safety as early as possible in the design of facilities, planning regular drills to better handle emergency situations, and conducting regular internal audits.

We strive to communicate with the utmost transparency in the field of industrial safety, both internally and externally, to maintain a climate of trust with employees, local authorities, and the surrounding community.

Similarly, a specific procedure outlines the steps to be taken in the event of a spill to limit pollution. From the design phase of our production site, we have implemented measures to address potential pollution (extinguishing water, chemicals, etc.):

Our buildings are embedded 40 cm into the ground, serving as a retention basin with a capacity of 5,500 m³.

A barrier valve lowers in case of emergency, retaining polluted water collected outside in the drainage system.

Four hydrocarbon separators purify runoff water before it is collected in a 360 m³ buffer basin, reserved for firefighter use.

Semi-annual groundwater checks are conducted upstream and downstream of the aquifer by an accredited organization to ensure the absence of soil pollution.

More broadly, a preventive maintenance plan is followed through a CMMS (Computerized Maintenance Management System) to keep installations in good condition and address potential issues proactively.



3. promoting quality of life at work

FRESCOES CREATED BY ARTISTS THAT DECORATE THE WALLS OF THE COMPANY

Quality of Work Life (QWL) is a key factor in enhancing the company's attractiveness, improving creativity, engagement, motivation, and employee retention, as well as preventing psychosocial risks and reducing absenteeism. Numerous initiatives are undertaken within the company to improve the work environment and working conditions.

COLORIS® is committed to a comprehensive approach to risk prevention, working conditions, and, more broadly, Quality of Work Life. This commitment includes significant investment in risk assessment (Single Document), onboarding of new employees, communication of guidelines (job safety sheets, postings), and team training.

All these actions are carried out in partnership with employee representatives (CSE) to promote social dialogue within the company.

Among our commitments to Quality of Work Life (QWL), and to help everyone better balance work and personal life, we have:

- Strengthen the right to disconnect through concrete actions such as disabling access to the company's network on Sundays and sending alert messages if an email is sent outside of working hours.

- **Strengthen managerial capability** to make managers even more proactive in managing their teams (with the provision of an HRIS software to conduct performance reviews, manage training, and implement continuous improvement actions...).

In addition to these initiatives, we have chosen to improve the work environment within the company. The goal is to make the workplace pleasant and attractive. We are implementing the following actions:

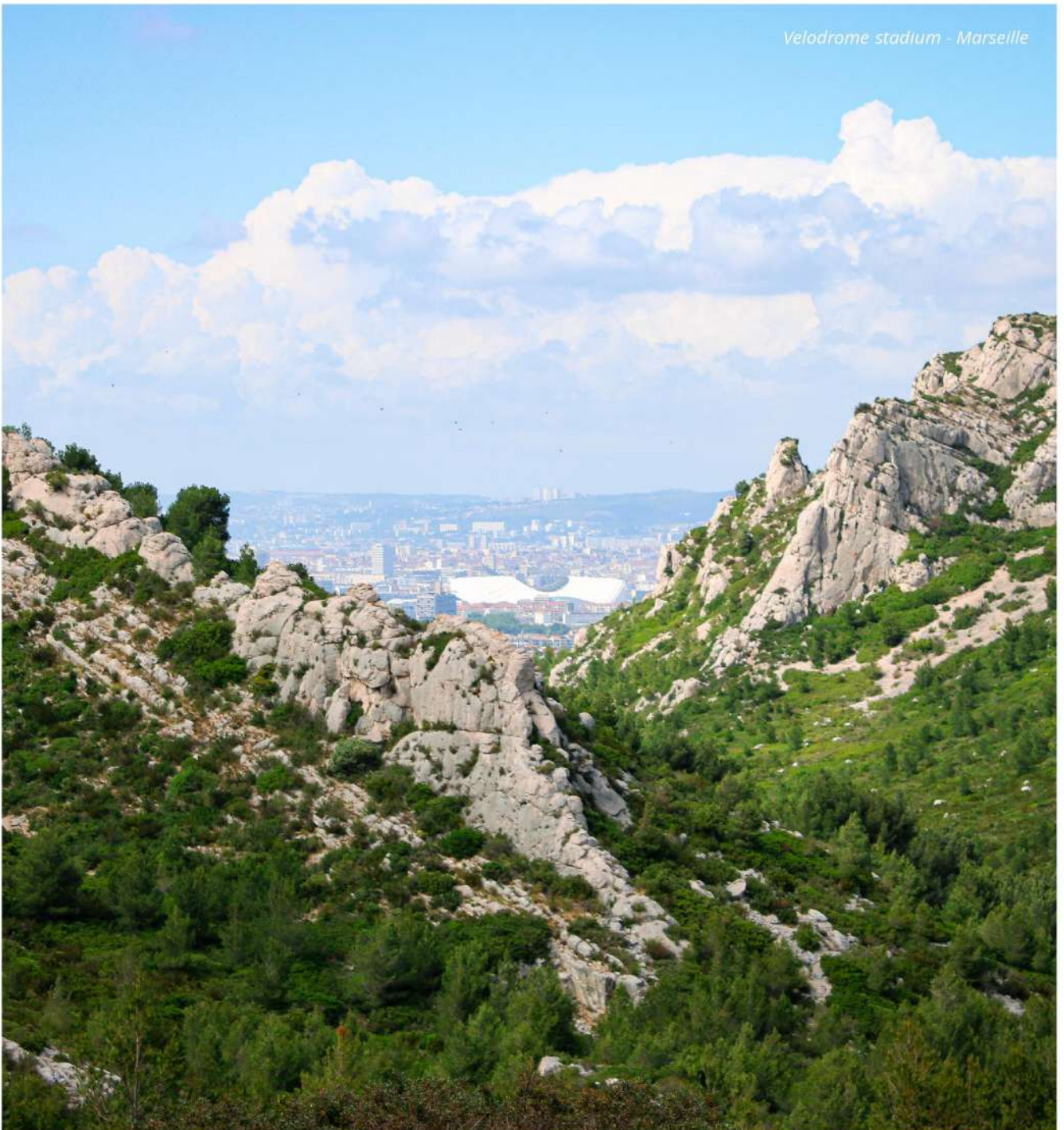
- Hot beverages (coffee, hot chocolate, tea) and cold drinks (syrup) are provided to all employees at all sites (approximately 50 people), as well as to all external service providers (subcontractors, transporters).
- An outdoor picnic area is available for employees who wish to have lunch or hold meetings there.

Modern art paintings and murals brighten the offices at our administrative and production sites.

- A foosball table has been installed in the break area.

A family open house day has been organized. Celebrations at each site for the end-of-year holidays.

COLORIS® End-of-Year Celebrations



Velodrome stadium - Marseille

Indicators

Objectives

2023

ACCIDENT

Number of workplace accidents (with and without downtime)
 Number of days off due to workplace accidents
 Severity rate
 Frequency rate

Zéro accident
 Zéro day
 0.8
 13.1

1
 3
 0.8
 28.56

DIVERSITY AND INCLUSION

Number of employees present as of December 31
 Temporary workforce (FTE)
 Number of hours worked
 Average tenure
 Percentage of child workers under 18 years old
 Percentage of workers with disabilities
 Percentage of female employees
 Percentage of male employees
 Percentage of employees covered by mutual insurance for supplementary health
 Percentage of employees covered by worker representatives
 Percentage of employees covered by the collective agreement
 Number of training hours completed
 Number of training hours completed per employee
 Turnover rate
 Absenteeism rate

Zero
 50/50
 50/50
 100%
 100%
 100%
 x > 10 hours
 5% > x < 20%

48
 1.22
 35 014 hours
 10.52 years
 0
 1.98%
 42%
 58%
 100%
 100%
 100%
 458 hours
 10 hours
 10.40%
 0.02%

INCIDENT

Number of alerts on child labor, forced labor, and human trafficking
 Number of alerts on harassment
 Number of alerts on discrimination

Zero incident

0
 0
 0

COMMITMENT

Percentage of staff trained on social issues and human rights (combatting child labor, diversity and inclusion)
 Number of audits conducted to detect child labor or forced labor
 Percentage of staff trained in safety (eco-driving, fire safety, etc.)
 Percentage of sites certified ISO 45001

25%
 1
 > 60%
 33%

20.83%
 0
 78%
 0%





ACTING ETHICALLY

Sormiou rocky inlet



1. integrating diversity into our teams



THE COLORIS® GROUP IS MADE UP OF 5 DIFFERENT NATIONALITIES

Strongly committed to diversity, COLORIS® is dedicated to valuing the complementarity brought by our differences. We view diversity as a driver of performance, creativity, and innovation.



SENIORITY 2024



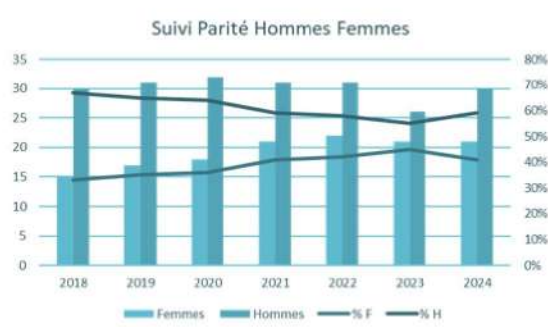
A FEW FIGURES



Gender analysis

Year	Women	Men	Total	% W	% M
2018	15	30	45	33 %	67 %
2019	17	31	48	35 %	65 %
2020	18	32	50	36 %	64 %
2021	21	31	52	41 %	59 %
2022	22	31	53	42 %	58 %
2023	21	26	47	45 %	55 %
2024	21	30	51	41 %	59 %

In 5 years :
Number of women stable + 4 men



Intergenerational balance, gender equality, and respect for parity are key elements, and we are proud to contribute concretely to this effort.

For the past 3 years, as part of our awareness-raising on disability, we have been running a campaign for all employees, in the form of videos or quizzes.

2. human rights and fight against corruption

The COLORIS® approach places people at the heart of its concerns. Its expansion is intended to be in accordance with Human Rights and is accompanied by vigilance, as well as a number of precautions and checks.

Hence the definition of charters and policies in alignment with its principles:



The Code of Conduct, which is common to all COLORIS® group sites and accessible to everyone on the company network, formalizes all ethical, social, societal, and environmental commitments. It supports the integrity of practices and provides a framework for the partnerships established across the company, particularly in commercial relationships with our clients and suppliers. This has led us to formalize a Responsible Purchasing Policy to raise awareness among COLORIS® employees about these ethical principles. This policy defines the rules of conduct that should guide our actions and inspire our choices to uphold our values daily.

Mainly for its anti-corruption, anti-fraud, and anti-discrimination policies, designated contacts are appointed for various criteria such as harassment, disability, etc., to prevent any deviations. Since their implementation in 2018, no violations have been reported. With the support of the Human Resources Department, indicators allow for annual monitoring.

Our business is largely linked to our procurement of raw materials and packaging. The quality of the relationships COLORIS® maintains with its suppliers helps sustain its supply chains over the long term. The company is committed to building

lasting relationships with its suppliers worldwide, based on balanced interests, trust, and mutual commitments in terms of CSR (Corporate Social Responsibility). This commitment aims to integrate CSR as a true criterion for selecting our suppliers, alongside quality, cost, and delivery aspects. We expect our suppliers to adhere to the Group's ethical principles and CSR standards.

COLORIS® requires all its suppliers to sign an integrity declaration, committing to comply with labor standards and human rights, as well as to have a Health, Safety, and Environmental management system in place. Additionally, the Purchasing department must adhere to a "Responsible Purchasing" process regarding environmental issues, anti-corruption, anti-fraud, and labor practices and human rights.

COLORIS® establishes and applies criteria for the evaluation, selection, performance monitoring, and re-evaluation of the relevant service providers. These criteria are based on the providers' ability to deliver products and services that meet the required standards.

Finally, because information security is a major concern, COLORIS® is highly vigilant about data protection. A surveillance committee has been established by the Financial-IT Department.

Indicators

AUDIT

Percentage of sites that have implemented an anti-corruption system and an IT audit
 Internal audits conducted on information security
 Number of external audits on information security

INCIDENT

Number of confirmed incidents related to ethics
 Number of corruption alerts
 Number of reported cases of information security issues or violations

COMMITMENT

Percentage of staff trained in ethics and anti-corruption
 Percentage of employees trained in information security

Objectives

2023

100%
At least 1 audit/year At least 1 audit/year
Zero incident
20%
20%

100%
1 1
0 0 0
14.58%
14.58%



La Buzine castle



PROMOTING SUSTAINABLE DEVELOPMENT THROUGHOUT OUR VALUE CHAIN

1. our responsible purchasing approach

As part of our commitment to sustainable development and corporate social responsibility (CSR), we strive to promote responsible purchasing practices. These practices aim to integrate social, environmental, and ethical criteria throughout our supply chain. This report outlines the initiatives we have implemented to ensure responsible purchasing, as well as the integrity declaration that we require our suppliers to adhere to.

Our responsible purchasing policy is based on several key pillars:

Suppliers selection : We select our suppliers based on strict criteria that include compliance with social and environmental standards, as well as respect for human and labor rights.

Supplier Integrity Declaration

To ensure that our values and commitments regarding CSR are shared and upheld by all our business partners, we have established an Integrity Declaration that each supplier must sign. This declaration covers the following points:

1. Respect for Human Rights : Suppliers must commit to respecting the fundamental rights of their employees, including the prohibition of forced labor and child labor.

2. Decent working conditions : Suppliers must provide safe and healthy working conditions, adhere to legal working hours, and compensate their employees fairly.

3. Environmental respect : Suppliers must adopt environmentally friendly practices, including responsible management of natural resources, waste reduction, and limitation of pollutant emissions.

4. Ethics and Transparency : Suppliers must conduct their activities with integrity, avoid any conflicts of interest, and demonstrate transparency in their business and financial practices. For example, we exclude conflict minerals (3TG) from our supplier choices.

Our commitment to responsible purchasing is a central element of our CSR strategy. By integrating strict sustainability and ethical criteria into our supply chain, we aim to minimize our environmental impact and promote fair social practices. The Supplier Integrity Declaration is a crucial tool to ensure that our partners share and uphold these values. We will continue to work closely with our suppliers to create a more sustainable and equitable supply chain.



2. local life



COLORIS® contributes to the sustainable socioeconomic development of the regions where it operates by creating direct and indirect jobs and developing skills. This includes recruiting and training local staff, transferring skills, purchasing local goods and services, and invigorating local industrial networks.

Services performed at our sites (such as work, inspections, etc.) are ordered from local businesses in the region. Sustainable partnerships are established, fostering genuine, trust-based relationships that we strive to build and strengthen with our partners. Thus, our ambition is to ensure that our activities and societal commitment create value.

A few examples of local and sustainable practices:

- The available land on the industrial site is currently being used to build a storage unit. 100% of the selected contractors are located within 100 km of the construction site.

- We provide broken pallets free of charge to the association AUTISM'PRO LES JARDINS BLEUS. Members of the association who are affected by autism and face social integration challenges collect the wood from these pallets to make crates for local vegetable growers. The association then offers vegetable baskets.

- For the maintenance of the green spaces at our production site, we rely on the ADAPEI association of Ariège, which employs workers with disabilities. In this way, COLORIS® contributes to combating exclusion and discrimination against people with disabilities.

- A green area has been allocated for implementing eco-pasture with sheep. A local farmer retains ownership of the animals and provides COLORIS® with veterinary and maintenance services. This initiative is fully aligned with the current challenges of French agriculture.

3. Transparency from supplier to consumer



Our transparency, based on ethics, is founded on:

- Quality control inspection reports
- Corrective and preventive actions
- Annual audits of our sites
- Information on the sourcing of our raw materials
- Assurance of compliance and certification

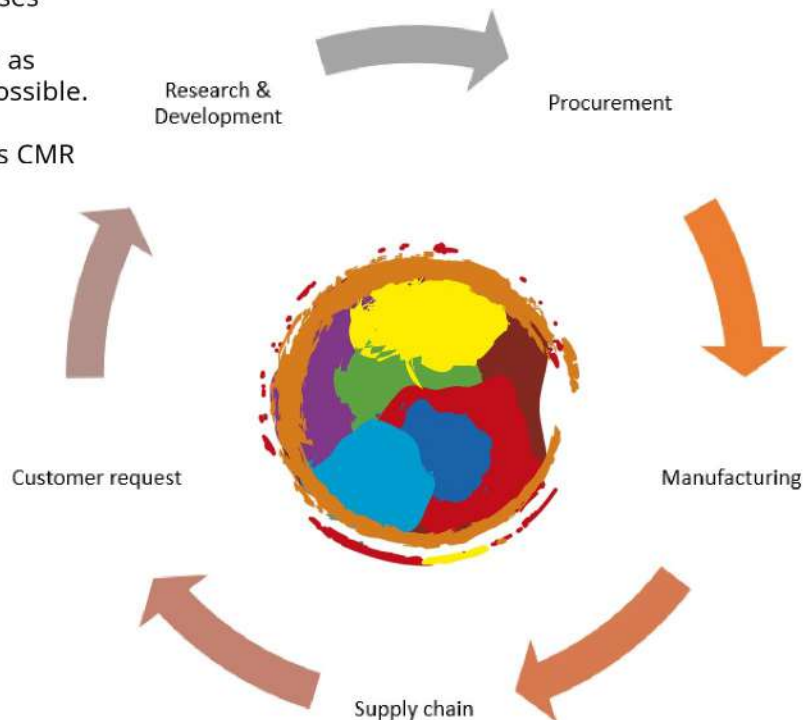
Traceability, an effective method for ensuring transparency.

It allows us to ensure the quality of our products' journey. From raw materials to packaging, including manufacturing and logistics, everything is scanned. Thus, any anomaly can be quickly identified, and corrective actions are implemented immediately.

WE PRACTICE TRANSPARENCY ACROSS THE ENTIRE SUPPLY CHAIN.

Our R&D team chooses raw materials and technologies that are as eco-responsible as possible. We limit the use of materials classified as CMR on our site.

All our colorant developments are based **on customer requirements**, which are increasingly demanding in terms of eco-responsibility.



The choice of supplier is made on the basis of the technical expertise required, but also taking into account the criteria of our purchasing policy.

Our manufacturing process is designed to generate as little waste as possible. In particular, we have a station for recycling waste water from the washing operation.

Our packaging is chosen to reduce environmental impact. **Our carriers** are all EURO6 certified.

4. The customer at the center of all our decisions

We provide our customers with:

- Clear and readable labeling.
- Our ISO 9001, ISO 14001, EFFCI certificates, and our ECOVADIS scorecard.
- The option to audit us on-site.
- Secure access to Safety Data Sheets (SDS). Lot traceability via barcode.

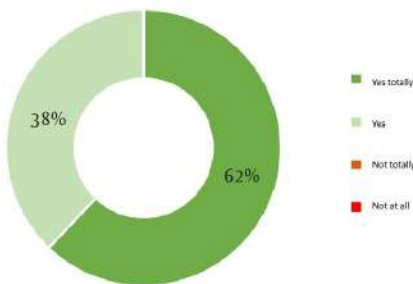
OUR PRIORITY: CUSTOMER SATISFACTION



Each year, we conduct a survey on several criteria to identify actions that will help us improve and, most importantly, satisfy our customers.

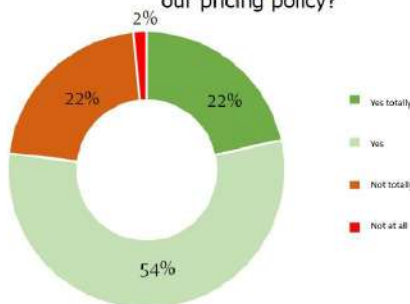
PRODUCTS QUALITY

Does the quality of our products meet your expectations?



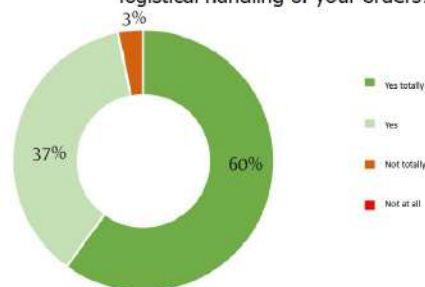
PRICES

Do you find the quality of our products consistent with our pricing policy?



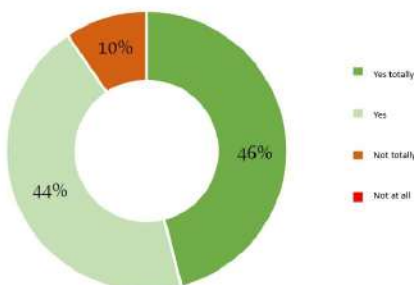
PROCESSING ADMINISTRATIVE/LOGISTICS

Are you satisfied with the efficiency of the administrative and logistical handling of your orders?



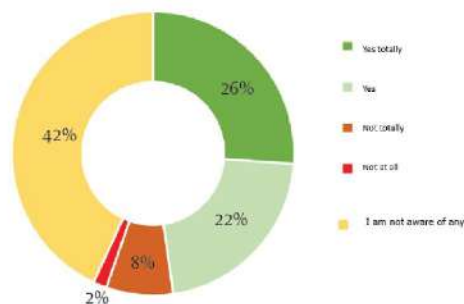
TECHNICAL AND SALES SUPPORT TEAMS

Did our technical and sales support teams meet your needs?



CSR POLICY

Does our company's awareness of social and environmental issues influence your satisfaction?



Indicators

Objectives

2023

Responsible Purchasing

Percentage of suppliers who have signed the code of conduct

Percentage of suppliers certified ISO 14001

Percentage of suppliers evaluated by ECOVADIS (covered by an ESG assessment)

Percentage of targeted suppliers with contracts containing clauses on environmental, labor, and human rights requirements

Percentage of raw materials containing conflict minerals (3TG)

Percentage of purchases made in France

Percentage of purchases made in Europe

Average payment delay

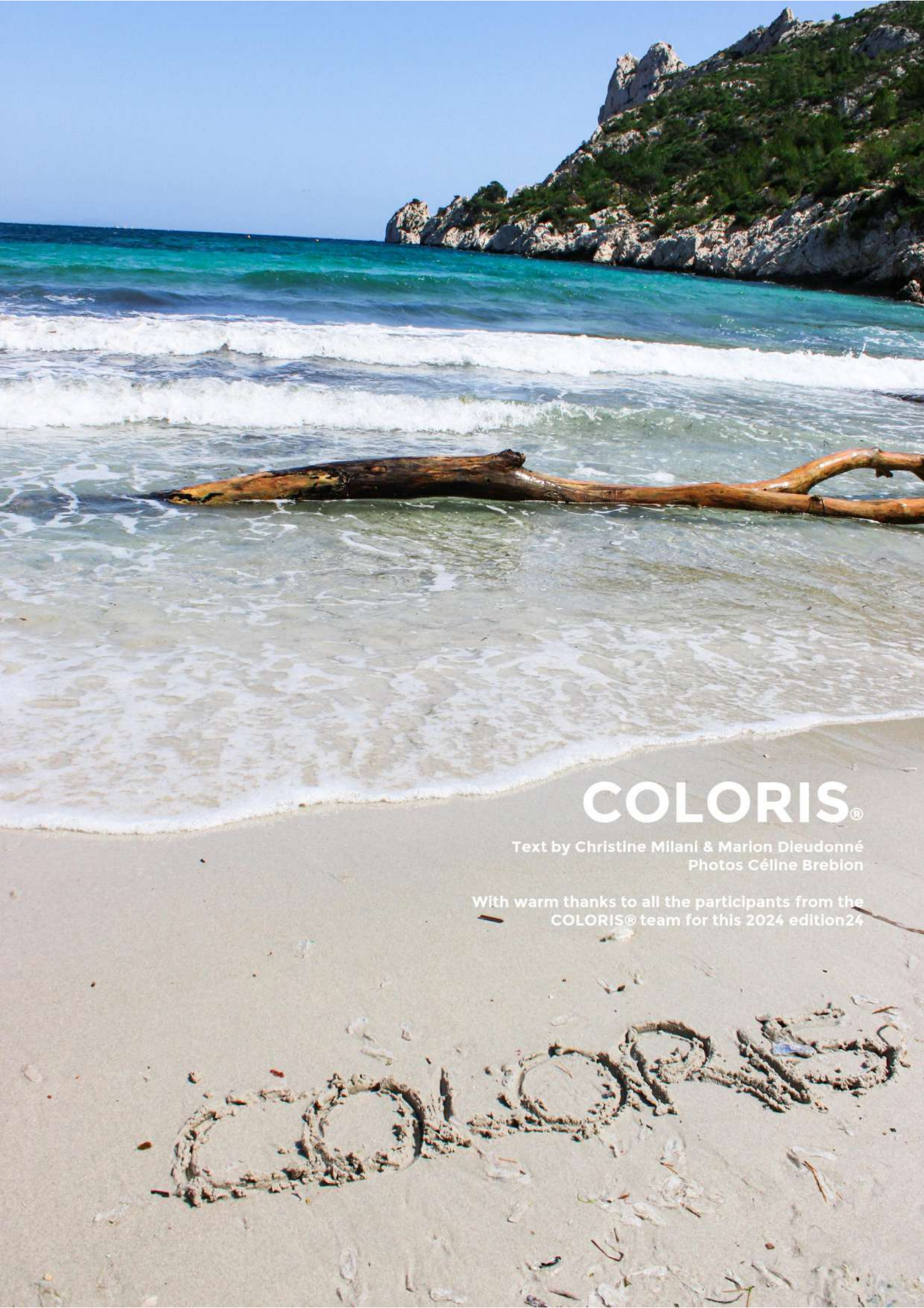
Percentage of suppliers paid on time

Percentage of staff trained in responsible purchasing

75% of suppliers to sign the integrity declaration and anti-corruption policy by 2025	30%
	30%
	80%
	0%
	50%
	95%
	60
	98%
	20%

69,31%
25%
22%
69%
0%
48%
93%
60 days
98,54%
16,67%





COLORIS®

Text by Christine Milani & Marlon Dieudonné
Photos Céline Breblion

With warm thanks to all the participants from the
COLORIS® team for this 2024 edition