



GROUPE ROCHER

reconnect people to nature



image : Freepik.com

Mission Report 2021 From The Mission Committee

June 8th, 2022





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Thinking tomorrow, means acting now



@ Emanuele Scorpelletti

As the first international French group to adopt the status of Mission-driven Company, the submission of the Rocher Report last October “Rethinking the place of companies in society” to the French Minister of the Economy, Finance and Recovery is significant in terms of how we embody our role as a company with a mission. It is a company that seeks to reconcile economic performance and societal contribution, committing and willing to draw other players into its wake. To position the purpose as a daily guide in the choice of our actions and our commitment, guaranteeing our sustainability in order to protect all the company’s stakeholders. It is by sharing a common ambition and mission that we move forward together.

In a context of strong economic, social and environmental turbulence, our mission - Reconnect people to nature - has demonstrated its full meaning. It has guided our actions, our commitments and our choices to build a brighter and stronger future. Above all, it has given us the certainty of being, together, on the right path.

True to our values as a family business, we are committed to sustainability. We have always thought about tomorrow by placing CSR innovation at the heart of our group’s strategy.

Our vision for 2030 sets the objectives to reach while enabling us to maneuver today in unpredictable headwinds. It invites us to intensify our transformation and to constantly challenge ourselves to achieve our ambitions, to act in favor of people, to develop products and services that respect nature, to preserve biodiversity, and to work with our stakeholders to engage them in our sustainable mission.

We are achieving this transformation thanks to the optimism, boldness and commitment of our employees and partners. Their trust is invaluable in questioning the place of the company in society and paving the way for plural performance: financial, societal and environmental.

BRIS ROCHER

President and CEO, Groupe Rocher



Organization & governance of the mission

RECONNECT PEOPLE TO NATURE

Since October 24, 2019, Groupe Rocher has become a Mission-driven Company, as defined by French Law (Loi PACTE). Beyond its economic profitability, Groupe Rocher's mission is rooted in its historical values and projects all stakeholders into a collective future, linking humans and nature. The company's purpose, as defined in Article 1835 of the French Civil Code, is as follows:

Groupe Rocher's purpose

Convinced, thanks to the personal experience of Mr. Yves Rocher, that nature has a positive impact on the well-being of people and therefore on their desire to act for the planet, the company's mission is to reconnect its communities to nature.

We propose experiences, services and products that provide well-being, thanks to the benefits of nature. To this end, the company claims a family business model with the ambition of developing a sustainable ecosystem that combines wealth creation, responsible innovation, and humanist ecologism.

With its botanical, agronomic and scientific expertise and the unique model created in La Gacilly, Brittany, France, the company cultivates a direct link with its communities and territories.



Within this framework, Groupe Rocher has set itself the mission of pursuing the following statutory social and environmental objectives:

- ◆ Promoting the connection between its communities and nature;
- ◆ Providing wellness experiences through the benefits of nature;
- ◆ Acting in favor of biodiversity on its territories;
- ◆ Developing responsible innovation and consumption actions;
- ◆ Making La Gacilly the emblem of a virtuous ecosystem.

The signatories of this report

External Members



Allain Bougrain-Dubourg



Sophie Chassat



Céline Orjubin

Internal Members



Claire Goudet



Eric Mesmeur



Jean-David Schwartz
(President of the committee)

To note: two members present in 2020, Serge Papin and Nathalia del Moral, have resigned from the Mission Committee at the time of writing. The composition of the committee will be reviewed by Groupe Rocher Executive board in 2022.

IN 2021, GROUPE ROCHER WAS EVEN MORE COMMITTED TO PROMOTING THE STATUS OF MISSION-DRIVEN COMPANY



In 2021, Groupe Rocher shared its testimony on the status of Mission-driven Company at numerous conferences and round tables such as Change Now, at the Giverny Forum, the Breton Economic Forum, the Pro durable trade fair and the World Forum for a Responsible Economy. On May 10, 2021, Bruno Le Maire, French Minister of the Economy, Finance and Recovery, and Olivia Grégoire, French Secretary of State for the Social, Solidarity and Responsible Economy, entrusted a government mission on sustainable corporate governance to Bris Rocher, President and Chief Executive Officer of Groupe Rocher. The Rocher report was officially submitted to the Ministry on October 19, 2021, and proposed fourteen recommendations that can be divided into three areas:

DISSEMINATING

to facilitate the appropriation of the French Law (Loi PACTE) by the greatest number of people in the economic and educational world;

LENDING CREDIBILITY

to the devices of the purpose and Mission-driven Company of the French Law (Loi PACTE) in order to prevent the risks of “purposewashing” and to increase its attractiveness;

STRENGTHENING

the attractiveness of the perpetuity fund and promote the measures resulting from the French Law (Loi PACTE) at the European level.

With the duty to set an example, Groupe Rocher implemented the few recommendations of the report⁽¹⁾ that were directly incumbent on it. For example, the progress of the mission is presented to the Board of Directors, a Group Director is represented in the Mission Committee, external members in the Mission Committee are paid a flat fee, and a minimum of 20% of the annual variable portion is devoted to social and environmental stakes.

At the same time, Groupe Rocher received several distinctions for its commitment to sustainable development and as a pioneer of the Mission-driven Company in 2021: Great Prize of the Mission-driven Company of BSR (Brand Social Responsibility) PRODURABLE - LINKUP FACTORY, 2021 Golden Prize of the Committed Company of the Ekopo Awards and the 2021 CSR Award of Cosmétiquemag for Bris Rocher.

In order to give concrete expression to its social and environmental commitments, Groupe Rocher adopted an ambitious CSR (Corporate Social Responsibility) plan for 2030. Thus, all the brands are working out to embody Groupe Rocher's mission through a singular purpose and a cause, with the dual objective of respecting its own history and brand identity while at the same time complying with the CSR ambitions and mission of Groupe Rocher.



(1) The full report is available (in French only) at the following link: <https://www.tresor.economie.gouv.fr/Articles/2021/10/19/gouvernance-responsable-des-entreprises-remise-du-rapport-de-la-mission-rocher-a-bruno-le-maire-et-olivia-gregoire>

Actions

of the Mission Committee in 2021



In 2021, the Mission Committee met three times, including a seminar in La Gacilly for an immersion on the origins of Groupe Rocher.

In addition to monitoring the indicators, the Mission Committee focused on taking stock of the mission: the relevance of the statutory and operational objectives, the projects for improvement, the mission's leadership, etc. Indeed, after two years of hindsight, it was useful to make a real first assessment. The upheavals in the world constantly lead us to question and adapt the objectives from the purpose of Groupe Rocher, a pioneer in this field but one that knows how to take into account the various feedbacks on its activities.

Transforming Groupe Rocher is a long-term project. Two years after becoming a Mission-driven Company, it is necessary to take stock

of the progress made and the challenges that remain. In a world in upheaval and with the humility of those who open up new paths, the Groupe Rocher pragmatically embodies this generation of companies that will never cease to reexamine its practices, its values and its purpose. It is essential that the objectives set out in its mission statement are adapted, and at the very least, reinterpreted.

Several general findings on the implementation of the mission are presented below. But also recommendations more specific to each of the objectives, the details of which can be found, as last year, at the end of each sub-section, one can note the progress of the statutory objectives.

THE COMMITTEE'S FINDINGS AFTER 2 YEARS OF OPERATION

Without question, this change in the articles of association was the legal completion of a long-standing commitment that is part Groupe Rocher's DNA. Being a Mission-driven Company was a courageous decision with real choices that are illustrating our ambitious and high-impact mission. And this is all even more true given that the Group was a pioneer in adopting the status of Mission-driven Company in 2019.

Groupe Rocher has thus promoted the development of a more responsible economic sector: experimenting with a young law in which all the stakeholders (management, employees, mission committee, ITOs, etc.) are still integrating the issues at stake.

This status is a source of pride for employees and customers, progress has already been observed, the statutory objectives are ambitious and their monitoring rigorous. Proof of this is, the assessment of the first mission report by Groupe Rocher ITO* published in 2020.



* Independent Third-party Organizations.

General recommendations

from the committee in the mission's follow-up



To formally establish the means allocated at the service of the mission

The law specifies in its Article 1835 of the Civil Code: “the statutes may specify a purpose, consisting of the principles with which the company equips itself and for the respect of which it intends to allocate means in the realization of its activity”. Given the convincing results, these means exist but the committee recommends that they would be formally established in order to be able to follow their evolution over time.

To think of a business model capable of feeding the mission and reciprocally

The committee also wondered about the match between the Group's activities and its statutory commitments: what is, in concrete terms, the “proportion of Groupe Rocher's turnover that is totally aligned with the mission” and its evolution over time? This is one of the key issues for the coming years. Only if the business model is capable of feeding the mission and reciprocally would the brands be able to play a central role in the visibility of the mission among stakeholders in the long term. It is only in this way that brands will be able to solve the always difficult equation of arbitration between the means dedicated to the mission and the profitability of the company, which is essential for its sustainability.

To promote the company's mission beyond the company's scope

The committee also proposes to evaluate the addition of a statutory goal on promoting the mission-based corporate model.

In 2021, Groupe Rocher was particularly active on this theme:

- ◆ Groupe Rocher is a member of the “Companies committed to nature” initiative led by the French Office for Biodiversity (OFB), under the supervision of the Ministries of Ecological Transition and Agriculture and Food, as well as the international component through the act4nature initiative led by the French association of Companies for the Environment (EpE).





As such, Groupe Rocher was asked, alongside Yves Rocher France, Petit Bateau and the Yves Rocher Foundation, to be an official partner of the Ministry of Ecological Transition as a speaker for the IUCN (International Union for Conservation of Nature) World Conservation Congress held in Marseille from 3 to 11 September 2021. On this occasion, the Yves Rocher Foundation, as a member of the French Committee of the IUCN, signed the "Appeal for Nature", a tribune of the members of the French Committee of the IUCN published in the French newspaper *Journal du Dimanche* on August 28, 2021;



The Head of Sustainability of Groupe Rocher, Claude Fromageot is Chairman of the Global Partnership for Business and Biodiversity (GPBB) of the Convention on Biological Diversity (CBD) of the United Nations (UN) and thanks to his position, he sponsored a dozen webinars in 2021 as well as a "Business Week" sequence, on the occasion of the first phase of the Biodiversity COP15⁽¹⁾ with 1,364 participants;



(1) 15th meeting of the Conference of the Parties (COP15) of the United Nations



- ◆ Groupe Rocher, through his Head of Sustainability Claude Fromageot, was elected in December 2021 to the seat of Vice - President of the Scientific Orientation Committee (COS) of the Foundation for Research on Biodiversity (FRB) of the French Office of Biodiversity (OFB);
- ◆ In order to talk about the links between the economy and biodiversity, Groupe Rocher took part in the first Extra-Financial Accounting Conference in Paris;
- ◆ Groupe Rocher is participating with the LPO (*Ligue de Protection des Oiseaux* - French association equivalent of Birdlife International) in a MOOC (Massive Open Online Course) in collaboration with the OFB and the MEDEF (Movement of French Companies) to testify on companies and biodiversity on a first sequence around the exploitation of natural resources and a second sequence around the mobilization of teams in favor of biodiversity;



- ◆ By becoming a member of the RespectOcean association in November 2021, Groupe Rocher is addressing the issues of the ocean and marine biodiversity both internally and externally, in particular through a working group launched in January 2022 on the links between “Marine Biodiversity and the Economy” in partnership with the Orée association;
- ◆ Groupe Rocher signed the “Business for Nature” pledge alongside a hundred other companies to encourage governments to adopt policies that fight the erosion of biodiversity during the decade 2020-2030;



To formalize human resources objectives specific to Groupe Rocher

Additionally, the committee recommends adding a statutory objective around the human resources issues of Groupe Rocher in order to support the unique model of Groupe Rocher employer: harvester, manufacturer, distributor.

Advancement of statutory objectives

This report is based on the information provided by Groupe Rocher and in particular on the elements presented in its Non-financial statement 2021 (*Déclaration de Performance Extra-Financière* in French)⁽¹⁾ which consolidates all the Group's CSR policies and the initiatives of all its brands. This demonstrates the coherence and alignment of Groupe Rocher's initiatives to feed its mission.

PROMOTING THE CONNECTION BETWEEN ITS COMMUNITIES AND NATURE & PROVIDING WELLNESS EXPERIENCES THROUGH THE BENEFITS OF NATURE.

Two closely related objectives

These two objectives are part of the same ambition to reconnect Groupe Rocher communities physically, emotionally and intellectually to nature around three major issues:

TRAINING

Teams and partners are trained to understand natural ecosystems and social stakes.
They get mobilized around these stakes and act for the Group's mission.

EXPERIMENTING

Each employee experiences nature at his or her own site or with local partners.

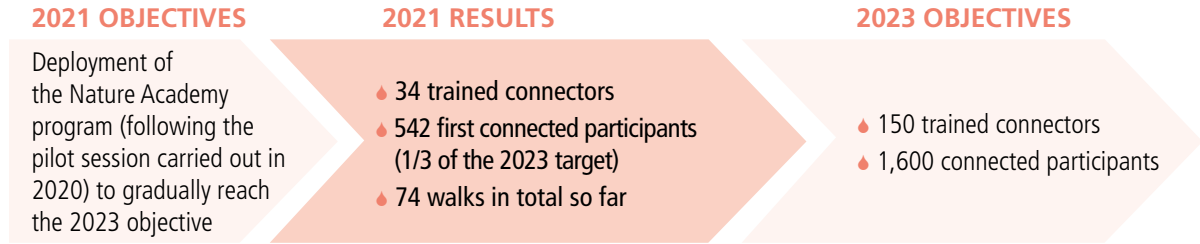
RAISING AWARENESS

As part of this mission, which is opened to the world and shared with society, Groupe Rocher creates and maintains a role as an opinion leader concerning the benefits of a link between humans and nature.

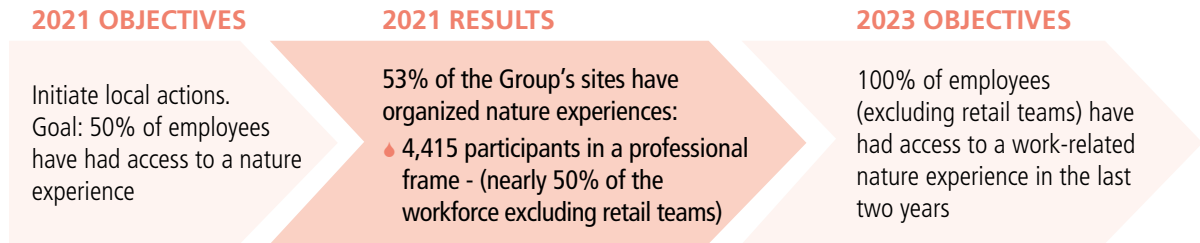
(1) Document available on <https://groupe-rocher.com>

It should be noted that the complexity of these two statutory objectives is linked to their relative distance from the business model, on which the allocation of resources actually depends. As they are not at the heart of the Group's day-to-day activities, it is understandable that their deployment has been limited by the crisis environment that Groupe Rocher has been experiencing for the past 18 months.

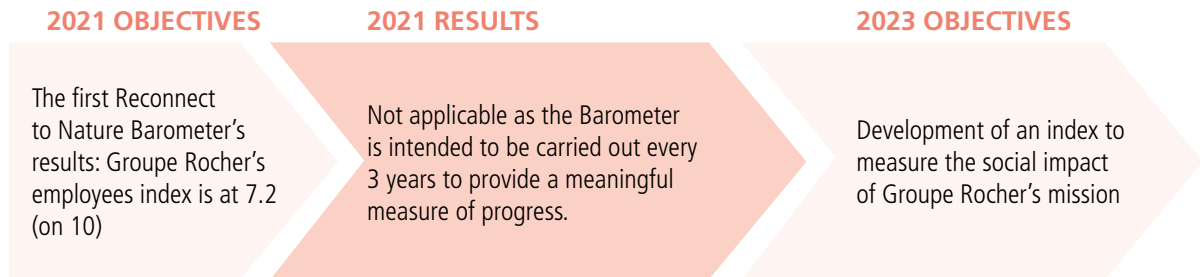
TRAINING



EXPERIMENTING



RAISING AWARENESS





THE NATURE ACADEMY

Reflecting the Group's commitment as a Mission-driven Company, the Nature Academy was launched on October 12, 2020.

This training course is intended to:

- ◆ Providing all employees worldwide and partners of the company with knowledge about nature
- ◆ Enabling employees to act as ambassadors and spokesleaders for the concepts of reconnecting to nature
- ◆ Empowering the Group's stakeholders to take action and initiatives to reconnect people to nature.

Groupe Rocher's ambition is that by 2030, 100% of its employees would be trained.

Mission committee's recommendations



To formalize the means allocated to the objectives and their application framework

In line with its main recommendations above, the committee recommends formalizing the resources allocated, their trajectories, and the framework of application (vs. "its communities") in order to take into account the reality principle and adjust, if necessary, the ambitions regarding the pace of deployment in a transparent manner.

QUESTIONING THE WORD "COMMUNITIES"

The committee recommends, as in 2020, that the scope of the mission should be better defined to clarify the concept of "communities," or that the word should be changed.

APPLYING WELLNESS EXPERIENCES TO GROUPE ROCHER'S PRODUCTS AND SERVICES

In order to clarify the scope of the objective as well as to bring these objectives closer to the core of the Groupe Rocher's daily activities and its brands, the committee recommends specifying that the well-being experiences apply to products and services offered by Groupe Rocher as part of its commercial activity.



ACTING IN FAVOR OF BIODIVERSITY ON ITS TERRITORIES

Following the recommendations of the Mission Committee, a new Biodiversity Policy has been defined in 2021, clarifying the 2010 policy and continuing the Group’s vision since its creation.

Furthermore, the activities of the brands depend on natural resources and are likely to impact the environment, which is why the preservation of biodiversity is well established as “material”. The 2021 Biodiversity Policy focuses on 2 dimensions:

EMBODYING

as an ambassador and contribute to the search for a new relationship with the living

ACTING

responsibly by taking biodiversity into account.

The Group’s Biodiversity Policy aims to provide a common framework for brands and businesses to work collectively to preserve biodiversity. It serves the 2030 ambition of Groupe Rocher’s CSR strategy.

The Group’s activities are based on a logic of conservation and preservation of biodiversity, notably through long-term programs:

- ◆ taking into account biodiversity stakes in the supply of raw materials of plant and mineral origin;
- ◆ the preservation of biodiversity on its sites;
- ◆ and employee awareness.

ACTING RESPONSIBLY BY TAKING BIODIVERSITY INTO ACCOUNT

2021 OBJECTIVES

Consideration of responsible sourcing issues for the cosmetics, homecare and textile industries

Anchor a biodiversity management approach on the Group’s sites

2021 RESULTS

- ◆ 82% of its botanical ingredients come from responsible channels and 57% from sustainable sources⁽¹⁾
- ◆ The 9 emblematic plants in La Gacilly are UEBT* certified
- ◆ 30% of Petit Bateau collection is made with eco-responsible materials (at least 50% of eco-responsible and certified fibers, more than twice as much as in 2020)

The Group’s sites⁽³⁾ in France are “Biodiversity Refuges” in partnership with the LPO: Troyes, Issy-les-Moulineaux and more than 100 ha preserved in Brittany

2023 OBJECTIVES

- ◆ The Group’s Responsible Sourcing⁽²⁾ Index reaches 100%
- ◆ The group’s sustainable procurement index⁽²⁾ reaches 50%
- ◆ The 9 emblematic plants in La Gacilly and the Monoï of Tahiti are UEBT certified
- ◆ 50% of Petit Bateau’s products in the collection are made with eco-responsible materials

80% of the Group’s employees (excluding retail teams) belong to a site that has implemented a responsible biodiversity management plan

* Union for Ethical Bio Trade

(1) Groupe Rocher perimeter except Arbonne, SABON, Flormar

(2) Groupe Rocher perimeter

(3) All sites in France except Yves Rocher Rennes (which is currently on process)

In 2021, the Group operates 487 cosmetic plant channels from a total of 206 different botanical origins. Responsible and sustainable supply channels have been defined according to several “essential” and “desirable” criteria:

Essential criteria



Traceability

(provenance and botanical identification);

A commitment against deforestation with evidence, certification and good collection practices.

Desirable criteria



Complete knowledge

of the value chain and originating from a country without high social risk or with evidence that the risk is managed;

Good agricultural practices

in a continuous improvement process.

A sustainable channel respects the “essential” and “desirable” criteria, a responsible channel respects the “essential” criteria and is committed to a continuous improvement process to respect the “desirable” criteria.



GOOD PRACTICES



1 TO PROVIDE A FRAMEWORK FOR WOMEN'S EMPOWERMENT

The Yves Rocher Brand has been committed for more than 20 years in Africa and particularly in Burkina Faso. In fact, since 2015, Yves Rocher has been supporting women's communities involved in the Shea butter industry. Numerous actions have been carried out to protect the butter tree (shea) and strengthen the economic activity of these women. In 2021, the Yves Rocher brand renewed its support to contribute to the emancipation of women and the diversification of their income through the development of traditional know-how associated with shea activities: the project for the production and marketing of shea-based soap, initiated one year earlier, was continued. The Yves Rocher brand is helping to train these women about good manufacturing practices and is supporting them in market these soaps.



@ Dominique ROLLAND

2 TO PROTECT LOCAL BIODIVERSITY

For several years, Groupe Rocher has supported NGOs* to help local initiatives that demonstrate a real impact on the communities and ecosystems concerned. With this in mind, the Group is a partner of the Earthworm Foundation and in 2021 supported the "Sabah" program in Malaysia to preserve the biodiversity of a region highly exposed to the risk of deforestation. The "Landscape" program is part of the same approach, to support local producers and aims to improve the social and environmental framework of the region by 2025.



* Non Governmental Organization

3 TO PROMOTE URBAN REFORESTATION

In 2021, Stanhome Italy continued the urban reforestation project of the park near their headquarters in Rome, thanks to the mobilization of their employees. This initiative born in 2019 has led to the planting of a total of 37 large trees, 218 shrubs and 23 bird feeders and brings enrichment in terms of biodiversity, thanks to the selection of melliferous plants.



4 TO MAKE OUR HEADQUARTERS A BIODIVERSITY REFUGE



The Ile-de-France headquarters of Groupe Rocher “Cap Rocher” has been an LPO “Biodiversity Refuge” since 2015. The LPO has accompanied the work on this eco-responsible building on various developments, including the installation of a green roof. Exclusively composed of wild plants from the region, this perched space attracts a greater biodiversity than the garden. We find plant species but also magnificent insects such as the machaon caterpillar, the largest European butterfly, or the large green grasshopper in its last larval stage which carry out their biological cycles on the roof.

All of this data was gathered by Groupe Rocher's employees.

Mission committee's recommendations



To rethink the notion of territories

As with the notion of “communities”, the committee wonders about the notion of “territories”. In order to better target progress and again to have a reality principle, the committee suggests that the scope of the Group’s missions be more precisely delimited.

To preserve living soil

The committee notifies that a methodological pilot would be launched in 2022 to calculate an artificialization soil’s index. The aim is to limit as much as possible the soil’s artificialization linked to the Groupe Rocher’s properties.



DEVELOPING RESPONSIBLE INNOVATION AND CONSUMPTION ACTIONS

To reconcile performance and reduce our impact

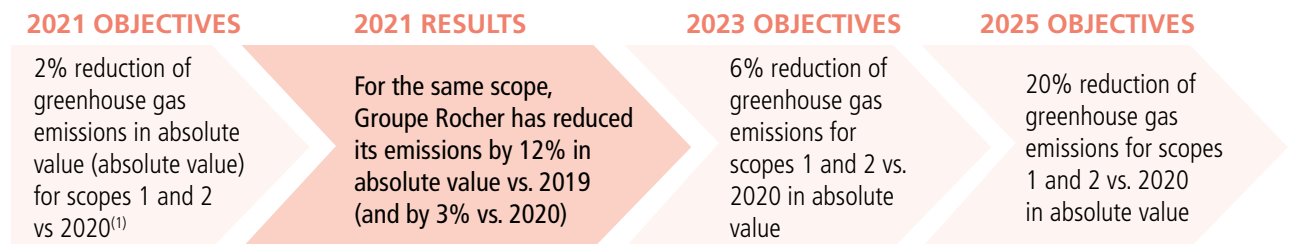
Facing the environmental, social and economic crisis, Groupe Rocher is committed to combining the creation of wealth with the reduction of its impact on nature. To achieve this, industrial, logistical and commercial innovations are key factors.

All of Groupe Rocher's initiatives are listed in detail in the group's Non-financial statement available online at www.groupe-rocher.com (French only). Here we highlight two performance indicators that illustrate Group's approach to these stakes.

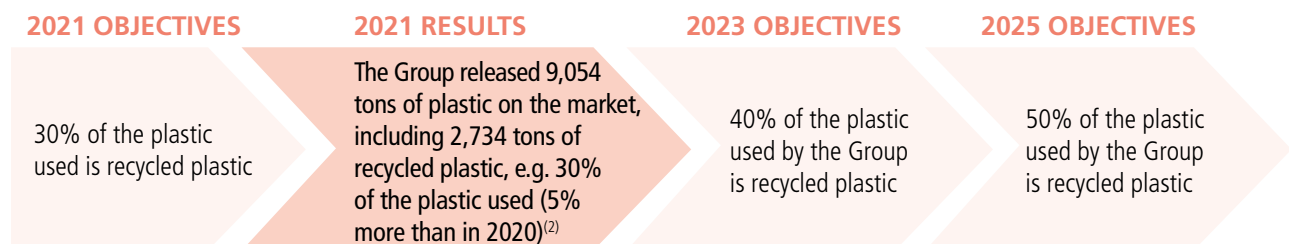
Low carbon objective

A fundamental stake of Groupe Rocher's strategy is its carbon strategy. Following the committee's previous recommendations, the Group favors the term "low carbon" over "carbon neutrality" and aims to reduce its emissions in absolute terms (and not relative to the number of products sold).

FIGHTING CLIMATE CHANGE



REDUCING THE USE OF PLASTIC



(1) Scope 1 includes greenhouse gas emissions directly related to the manufacture of products. For example, if the manufacture of the product requires the combustion of fossil fuel. Scope 2 includes all indirect greenhouse gas emissions, induced by electricity, heat or steam consumption. Scope 3 includes all other greenhouse gas emissions that are not directly linked to the manufacture of products, but to other stages in the product's life cycle.

(2) Includes product packaging, accessories and gifts for all Groupe Rocher's brands except for Petit Bateau.

GOOD PRACTICES



1 THE CHALLENGE OF CIRCULAR ECONOMY

Petit Bateau has chosen to go further than its historical business model by offering since May 2021 a new simplified service model: collection points and second-hand Petit Bateau products in Petit Bateau stores and soon on their website.



Petit Bateau guarantees to its customers the return of all their Petit Bateau clothing, either in exchange for vouchers valid on the collection of “new products” as second-hand products, or for recycling. The commercial policy of returns and refunds is the same as the current Petit Bateau “new” collection, and the customer service is at their disposal for any request related to the second-hand products. The results demonstrate the enthusiasm of customers: 70,000 pieces have been collected since the launch of the service in May 2021.

2 TO REDUCE THE USE OF PLASTIC

The Yves Rocher brand develops solutions adapted to each type of product in order to reduce the use of plastic:

- ◆ Since 2020, all the bottles leaving the Breton factories are made of recycled plastic, e.g. 2,700 tons of virgin plastic saved per year,
- ◆ Plastic films have been eliminated around of skincare and make-up products, representing a potential saving of 25 tons of plastic by the end of 2022 compared to 2020⁽¹⁾;
- ◆ A reinforced cardboard box replaces the plastic box of the foundation powders, which means a saving of 50 tons of plastic per year ⁽²⁾;
- ◆ In 2021, the first solid shampoos were launched with cardboard packaging of which 60% is recycled. Compared to the brand's liquid shampoos, the solid alternative represents 31 tons of plastic saved per year.

(1) Calculation made on the brand's production for 2020.

(2) According to 2021 sales targets.

2 ECODESIGN AT THE HEART OF OUR PRODUCTS' STRATEGY

The Stanhome brand confirms its ecodesign ambition with the "Act For Green Home" program: lighter bottles, a new and much smaller cap, sprays that can be reused up to 10 times and this for a plastic saving of more than 85 tons compared to 2020. All bottles, caps and even sprays are recyclable and some of the bottles are made of 100% Recycled PET. In addition, the brand is developing even more concentrated and solid products to further limit the use of plastic packaging.



While approximately 72% of Arbonne's finished product packaging is recyclable, the brand wanted to ensure that 100% of packaging could be recovered at the end of its life. As such, a pilot program to return products not eligible for sorting was launched in partnership with TerraCycle™ in November 2019 in the United States.

This effort was then officially extended to all Arbonne clients in the United States in January 2020 and then worldwide in 2021. All product packaging is now recyclable between traditional options and recycling via community organized sorting or via ArbonneCycle™. Note that Arbonne is financially responsible for returning items to its branch to be sorted and counted.

To go further, commitments for more responsible packaging

In 2021, Groupe Rocher also made two strong external commitments to act alongside other industrial players:

- ◆ Groupe Rocher is a signatory of The French National Pact on Plastic Packaging, member of the Ellen MacArthur Foundation's global Plastics Pact Network. The objective of this pledge is to mobilize an ecosystem of pioneering players for a radical transformation of the packaging use models, by stimulating innovation and accelerating the implementation of more virtuous concrete solutions. The Group is also a signatory of the industry's PLASTIC ACT alongside the FEBEA* (French Federation of Beauty Companies), an action plan to reduce the plastic footprint of the cosmetics sector.
- ◆ Groupe Rocher is also leading alongside other leaders in the cosmetics sector, the R&D** program (RE)SET for Cosmetics⁽¹⁾. This program aims to develop a packaging solution based on cellulosic fibers; it could be deployed on an industrial scale and would meet the requirements of cosmetic products in terms of quality of use, barrier properties and preservation of formulas (restitution rate, water resistance, formula stability, etc.).

Mission committee's recommendations



To make concrete proposals in line with environmental stakes

The committee emphasizes the need to take environmental stakes into account to give credibility to the process of reconnecting people to nature, even if they are more of a CSR policy.

To strengthen its position on responsible consumption stakes

In terms of responsible consumption, the committee highlights the progress that still needs to be made and recommends one or more specific performance indicators on the subject.

* Fédération des Entreprises de la Beauté

** Research & Development

(1) (RE)SET for cosmetics, Pulp in action - The Reset Company

MAKING LA GACILLY THE EMBLEM OF A VIRTUOUS ECOSYSTEM

An exemplary territory

As the historical site of the company, Groupe Rocher wants to make La Gacilly' sites an exemplary and experimental territory in order to lead the rest of the Group. This unique territory bears witness to the importance that Groupe Rocher attaches to its territorial roots. La Gacilly, a real employment area (currently 2,700 employees), is a major economic breeding ground for the company and the region of Brittany (France).

Thus, despite the successive crises, the Groupe Rocher mobilizes its capacities to support the territories and its stakeholders. This desire of Groupe Rocher is fueled by a vision and missions that seek to combine economic performance and socio-environmental preservation.



A low-carbon territory as objective

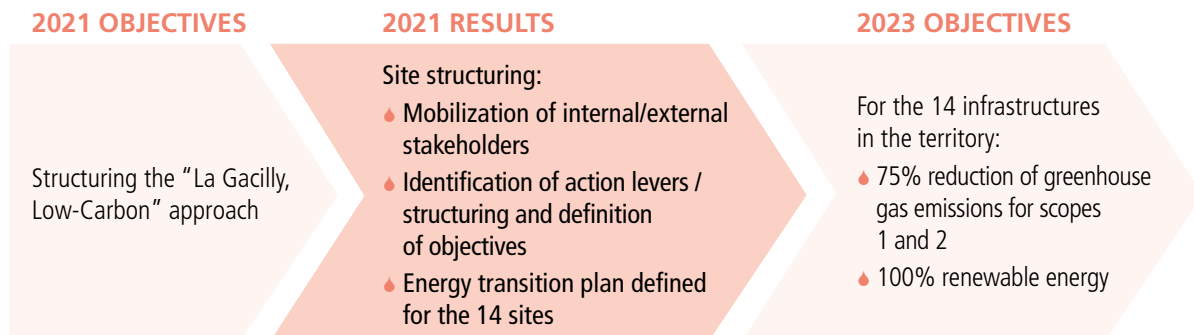
Several major projects have been carried out over the years to develop a virtuous ecosystem in La Gacilly:

- ◆ Producing and sharing academic knowledge in agroecology;
- ◆ Structuring the supply channel for cosmetic ingredients in Brittany;
- ◆ Producing locally;
- ◆ Allowing the increase of ecological diversity on the lands of the Groupe Rocher in La Gacilly;
- ◆ Engaging a community of stakeholders in the territory with us;
- ◆ Launching a low-carbon strategy in La Gacilly.

Emblematic of the Group's anchorage in La Gacilly, the "Low-Carbon Territory" project aims to embody the Group's carbon strategy on a broader, more accessible and more concrete scale for its stakeholders.



LA GACILLY LOW-CARBON



Simple and effective actions

In 2021, the Group’s French sites continued their “Biodiversity Refuge” mission in partnership with the LPO. More than 100 hectares of land in Brittany are subject to concrete actions to preserve and restore biodiversity. In line with this, the Yves Rocher brand is preserving the cultivation of its 9 emblematic plants in organic farming and agroecology on more than 60 hectares in La Gacilly (UEBT certified).

The two main logistics distribution sites for cosmetic products located in Brittany are made with wood heating systems (installed respectively in 2011 and 2014), enabling the workspace of more than 850 employees to be heated with renewable energy. In 2021, this system avoided the emission of 1,394 tons of CO₂ equivalent, and 14,228 tons of CO₂ equivalent since their installation.

In addition, in 2019, the Group bought two electric fleet tractors for its inter-site transport in La Gacilly. These sites are supplied with renewable electricity and have already reduced our transportation impact by almost 12 tons of CO₂ equivalent per year.

Mission committee’s recommendations



To strengthen La Gacilly at the heart of the Yves Rocher brand’s identity

As the authentic initiatives implemented in La Gacilly are very representative of the commitment of Groupe Rocher, it is unfortunate that the Yves Rocher brand does not make it its also own, particularly with the general public.

Conclusion

Being a Mission-driven Company is a daily challenge. Wanting to become one is one thing, cultivating this status, showing oneself worthy of it and demonstrating it is another. This is why Groupe Rocher thanks all the teams mobilized as well as the members of its Mission Committee to bring its mission to life on a daily basis: reconnecting people to nature. It is thanks to the historic commitment of each and every one of them that Groupe Rocher has taken the path of a company with a mission. Spreading the benefits of reconnecting to nature to both our employees and the general public is a daunting task that we are proud to take on every day. Moreover, Groupe Rocher will take into consideration each of the committee's remarks to further anchor its mission in its corporate strategy. In a complex international context, this mission is now essential to guide the decisions and develop Groupe Rocher's communities.



GROUPE ROCHER

reconnect people to nature