

2021 COMMITMENT REPORT

NATURALLY COMMITTED



GROUPE ROCHER
reconnect people to nature

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EDITORIAL



Vincent Nida,
Deputy CEO
Premium, Innovation & CSR Division

Since 2020, our world and habits have been shaken by various health, economic and social turmoils. The IPCC (Intergovernmental Panel on Climate Change) published its latest report in April 2022, highlighting the consequences of the climate crisis for humanity and biodiversity: in short, the clock is ticking.

Being dependent on natural resources and jointly responsible for their sustainability, companies have a responsibility in providing concrete and sustainable solutions to the world's key environmental issues.

Groupe Rocher has been devoted to this obligation since its creation in 1959 and has chosen to continuously dedicate itself to the preservation of our planet. To the point that we now live this commitment on a daily basis through our mission statement which has been added to our company by-law in October 2019.

For two years now, our Group has increased its transformation. All of our brands and departments have intensified their efforts and actions to work in favor of women and men, developing products and services that respect nature, preserving biodiversity, fighting against global warming, reducing our water consumption our use of virgin plastic.... New projects are being implemented in terms of human resources, responsible and sustainable purchasing, digital conservation, and R&D (Research & Development).

These societal and environmental challenges which are at the heart of every decision we make have led us to boost our CSR (Corporate Social Responsibility) teams, ensuring they are represented in all of our brands and divisions management committees.

Better still: we are committed to get B Corp certified by 2025, in order to give a frame to our CSR strategy. By then, we will have tools to measure comprehensively our impact on the environment, on our employees, our communities and clients.

Our ambitious roadmap for 2030 invites us to intensify our efforts in order to navigate in an increasingly volatile and uncertain world. We must continue to empower innovation to make sure we meet our economic, societal and environmental performance goals.

None of this could be achieved without the daily commitment of our teams. We are proud of them and we are very grateful for their liability. They make us confident that we will succeed in achieving all the tasks that lie ahead of us. Thanks to them, and with them, we will continue to make progress and make our company an active contributor to making the world a better place.



GROUPE ROCHER IN 2021

Being profoundly convinced of the benefits of medicinal plants since his teenage years, Mr Yves Rocher founded his mail-order company in 1959, selling plant-based beauty products.

This is where it all began for Groupe Rocher which progressively was developed by creating and acquiring companies that all have one thing in common: an environmental awareness aimed at protecting biodiversity.

Deeply devoted to his Breton land, Mr Yves Rocher worked hard to preserve the familial and independent model of his Group. To this day, the company is 98% run by the founder's family and since 2010 has been chaired by Bris Rocher, his grandson.

Key figures



more than **50**
millions
clients



more than **16,000**
employees



Present in **114**
countries



Almost
530
millions
products
sold

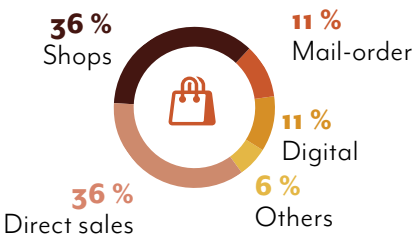


Around
2,4 billion
euros of turnover

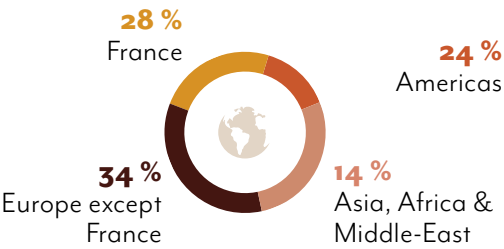


More details

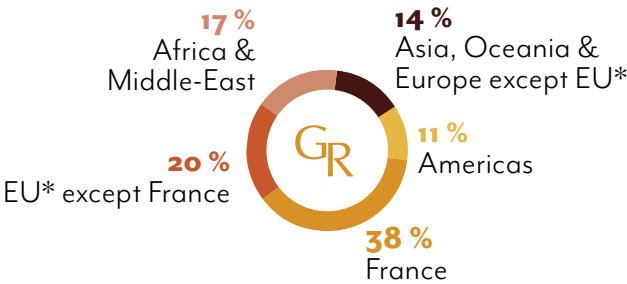
DISTRIBUTION CHANNELS



BY GEOGRAPHIC AREA



GROUP & BRANDS TOTAL WORKFORCE



* European Union

DETAILS BY ACTIVITY

TURNOVER



WORKFORCE



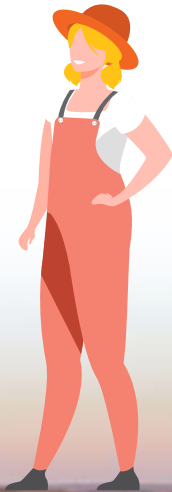
WELL-BEING & BEAUTY



TEXTILE - CLOTHING



STANHOME



OUR COMMITTED BRANDS



PASSIONATE, COMMITTED, VISIONARY!

Mr Yves Rocher was born on April 7th, 1930 in La Gacilly, a small village in Brittany, not far from the legendary forest of Brocéliande. It was in this forest, where he spent much of his free time, that he had a vision of creating a plant-based source of well-being. His father passed away when Mr Yves Rocher was fourteen years old. At the time, a healer gave him her recipe for a haemostatic ointment made with ficaria. He decided to make batches of the ointment by hand in the attic of his home. As he did not have the funds to open a shop, it occurred to him that he could develop mail-order sales. His visionary idea paid off. Ahead of his time, he was defending organic farming and advocating a more eco-friendly approach. His thoughts and actions are, now more than ever, in keeping with the priorities of our times.



YVES ROCHER
Bretagne, France



Passionately hailed from Brittany, the Yves Rocher brand has existed since 1959. With its botanists, harvesters, developers, manufacturers and retailers, direct from soil to consumer, the brand offers effective care products at the fair price that are designed to help us reconnect with nature by limiting our impact on the environment.



Dr. Pierre Ricaud



Doctor Pierre Ricaud based his scientific approach on the conviction that "living a life connected to nature contributes to well-being". This inherited vision has inspired the Dr. Pierre Ricaud brand since 1986 to develop anti-aging cosmetic care products.

KIOTIS
PARIS



Convinced of the fact that well-being is essential to beauty, Kiotis has provided sensory treatments since the year 2000. They draw their effectiveness from the wealth of essential oils. The one 100% natural oils provide full-bodied scents that are released within sensuous textures.



æ arbonne.



Since 1980, the Arbonne brand uses plant-derived ingredients to create personal care and beauty products. Its approach, proved by clinical research, focuses on a healthy mind, a strong body and a beautiful skin as a whole. All of this is combined into an entrepreneurial business dimension fuelled by a holistic and global vision.



Established in the French town of Troyes in 1893, the Petit Bateau brand is focused on “connecting children to nature”. True to its history and know-how, the brand proudly creates timeless pieces: durability is the best way to make responsible clothing.

STANHOME



For 90 years, the Stanhome brand has marketed direct-sale homeware and skincare products which combine efficiency and naturality, softness and sustainability. Whatever the range, it strives to achieve effectiveness committed to a better life for all.



Founded in 1997, the SABON brand offers face and body-care, bath and homeware products infused with precious minerals and Mediterranean plant-based ingredients. SABON creations are the fruitful combination of poetry and a gift for joy and wonder.

flormar



Created in 1950 in Milan, Italy, the Flormar brand established itself in Istanbul in 1970 and joined Groupe Rocher in 2012, after more than 70 years of experience in cosmetics. With its “Stay Colorful Move Clean” plan, the brand has pledged to increase and improve its packaging and production.

HANDLING OUR PRODUCTS FROM A TO Z

Each of the Group’s brands is active across the entire value chain, from research, to production and selling with

8 production sites → **13** logistic and distribution sites

Around **1,430** points of sale operated directly by the Group’s brands (own funds, subsidiaries);

More than **1,600** stores operated by partners under franchise brands, management agreements or lease-management

Around **5,500** multi-brand sales points of sale operated by the Group agents and partners



OUR VISION & OUR AMBITIONS

On October 24th, 2019, Groupe Rocher became a “Mission-driven Company”, under the French PACTE law (for business growth and transformation): in other words, a business that has taken-on a statutory social or environmental objective in addition to its economic performance goals. The Group’s mission is rooted in its historic values and projects it, together with all its stakeholders, into a collective future where humans and nature are connected.

« Reconnecting women and men with nature »

This mission statement at the service of the common good comes from the Group’s founding conviction : nature has a positive impact on the well-being of women and men and their will to act in favor of the planet.

To support this reconnection to nature, the Group advocates a sustainable family business model that combines the creation of wealth, responsible innovation and human ecology.

For more details, please see the CSR Mission report on groupe-rocher.com

GROUPE ROCHER «RECONNECT PEOPLE TO NATURE©» BAROMETER

BAROMETER GR
Reconnect people to nature®

In order to implement Groupe Rocher “Reconnect People to Nature©” barometer, Groupe Rocher partnered with the BVA Market Research Institute to get feedback from 1000 citizens per country across 19 countries – as well as from over 6 000 in-internal employees – aiming to assess their connection to nature. The goal of the barometer was to identify their needs and their willingness to be committed to the cause, while verifying one of the major belief: being connected on a regular basis with nature generates well-being.

This barometer uses a “connection to nature” Group’s score, calculated on 3 levels: cognitive (knowledge of nature), behavioral (intensity of contact) and emotional (attachment). Beyond this result, the study helps providing valuable lessons regarding the benefits of this reconnection to nature: the higher a person’s index score is, the greater their level of happiness, the higher their ability to overcome challenges and the better their confidence in the future are.


Score in
France :
7,0


International
average score of
connection across
the 19 countries
studied :
7,2

GR
Groupe
Rocher
internal score:
7,2

(To find out more: www.reconnect-to-nature.com)



Bris Rocher advocating for the Mission-driven Company status

From 2019, Groupe Rocher has shared its experience as a "Mission-Driven Company, through several conferences and round tables. The quality of these interventions led the French Ministry of Economy to entrust, in May 2021, the Group's CEO, Bris Rocher, with an official mission focusing on sustainable administration in businesses. Rapport Rocher, officially presented on October 19th, 2021, offers 14 recommendations and concrete measures, draws from discussions carried out during more than 150 interviews with experts, business executives and committed stakeholders working towards a sustainable and united economy.



The Groupe Rocher CSR strategy for 2030

4 pillars, 12 ambitions closely linked with our mission

COMMUNITIES

Engage our stakeholders by our side

- Community impact
- Sustainable procurement
- Replicate La Gacilly model

CLIENTS

Develop products, services and consumption methods respecting nature.

- Ecodesign
- Transparency
- Sustainable consumption

EMPLOYEES

Empower our teams to act upon our mission

- People development
- Employee engagement
- Equality and diversity

ENVIRONMENT

Support responsible innovation and preserve biodiversity

- Biodiversity
- Carbon / Plastic / Water
- Responsible digital



B Corp: a tool supporting our CSR strategy

This international label has certified over 4,000 businesses worldwide – including Arbonne – that are part of a progress-based approach and that meet high social and environmental requirements. Aiming to get certified by 2025, B Corp provides a framework for Groupe Rocher's CSR strategy, in full alignment with our mission. It will be a recognition of the positive impact the Group has on the world, while remaining profitable. Becoming a B Corp means supporting a vision which is committed to a common future, where businesses have a real part to play in favor of societies and citizens.



HOW TO GET B CORP CERTIFIED ?

“B Corp” companies work in the interest of the general public. Beyond making profit, they must bring benefits to society by being at the service of the common good.

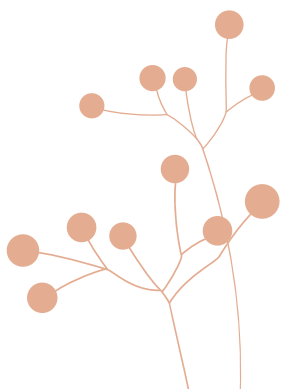
This certification is granted following an assessment which is mandated every three years, the “B Impact Assessment”, which includes over 200 questions focused around 5 main pillars:

Governance, Employees, Communities, Environment and Clients.

The company must submit a form to assess:

- its level of responsibility and transparency;
- its impact on the well-being employees, the community and the environment;
- the positive effects of its products or services.

The company must cumulate a minimum of 80 points.



Contributing to the Sustainable Development Goals



The United Nations (UN) Sustainable Development Goals (SDGs) show us the way for working towards a better and more sustainable future for all. There are 17 goals, which constitute a plan of action for peace, humanity, the planet and prosperity. They depend on each other, are applicable to all nations and aim to ensure no-one is left out, considering the urgency of taking action. The SDGs thus help businesses to take part in an international frame beyond their specific field of activity. They are both a guiding compass and a

common CSR denominator for Groupe Rocher and its partners, as they foster the ability to share good practices and collective dynamics. They help the Group to project itself into the future, to better play its role side by side with different stakeholders such as governments, non-governmental organizations (NGOs) or citizens, as well as committing to contribute to these objectives.



SUPPORTING AND EMPOWERING OUR EMPLOYEES



ACTING IN FAVOR OF WOMEN AND MEN

Groupe Rocher's success should not be measured only by its economic profits, but also by its values and the strength of its commitments to all its teams.

These commitments are embodied by 10 principles of responsibility that define social standards respecting the Group's Business Code of Conduct and its CSR goals. Shared by all the brands and entities worldwide, they establish individual freedoms and rights, social benefits policies, as well as sustainable employability respecting diversity.

Involving our teams in our mission

Groupe Rocher supports all of its employees by maximizing everyone's commitment, turning them into real contributors to the "Reconnect people to nature" mission. An enduring promise which has become a long-term goal thanks to the inclusion of a CSR component in every employee's annual targets, and more specifically in that of those whose salary includes a variable compensation. This key measure thus helps to structure and to enhance concrete projects that ultimately contribute to the mission, which is central to the challenges that the world is facing.



The 10 principles of responsibility of Groupe Rocher

1

Prohibit all forms of forced and child labour

Before hiring someone, we always ensure our employees have a contract signed by both parties, in a language they understand, detailing working conditions and salary.

We have banned the employment of persons below legal working age or that of those who have not finished their mandatory schooling, and in any event, nobody below the age of 16, unless it is for training or an internship.





2 Promote social dialogue

Staff representatives have access to the workplace, to any agreement resulting from collective negotiations as well as to all documentation useful to their mandate, subject to rules involving confidentiality and the Group's security. They are free to discuss with whomever they deem necessary.

3 Ensure privacy and protection of personal data

We do not collect information on persons with whom our employees have privileged relationships that are governed by confidentiality, such as their partner or spouse, doctor, lawyer, religious counsel, etc. without their prior written consent and only where there is a legal need to do so.

4 Ensure work place safety

We ensure that all our employees work in a safe and adapted environment on the sites we manage. We implement the appropriate precautionary measures to preempt any danger linked to the workplace and to protect all on-site.

5 Ensure well-being with green attitude and work life balance

Our clients' satisfaction goes hand in hand with improving our employees working environment and working modes, in order to meet their expectations in terms of physical and mental well-being. This effort contributes to the quality of the social climate as well as to a better work-life balance, particularly where management of family responsibilities at stake.

In 2021, for the 5th time at Groupe Rocher, a "Tell Us" commitment survey for our workforce was carried out. The participation rate was on average of 85%. The results identified that 74% of employees were proud to work within the Group, planned to working there and were happy at their workplace. That's 14 points above the average "Tell Us" surveys carried out in several other companies throughout the world.



6

Ensure lifelong learning and career opportunity

Our skills development policy aims to provide every individual with the means to acquire or maintain their knowledge, their know-how and their soft skills: all of which are essential factors to sustainably fulfil their responsibilities. In 2021, the Group formalized its "Training and Skills Development" guidelines, focusing on 3 main lines: know-yourself, regenerate, develop further; create value for the organization and create regenerative value for the planet.

7

Ensure a fair treatment and a minimum of social standard benefit

The salaries policy is based on clear and measurable goals that take collective and individual performances into account. It involves a yearly assessment, given that pay practices in a specific market are among the decision factors. We do our best to ensure that everyone has at least the minimum social security benefits, including health, disability and death coverage. This being the case in any country and taking local considerations into account.

8

Prevent all forms of harassment and discrimination

Ensuring zero-tolerance regarding harassment and discrimination is achieved through shared responsibility: awareness is raised and information given to our employees and partners about the absolute interdiction to use violence, threats or abusive behavior.



9

Promote inclusive diversity

We encourage an open working environment which welcomes all types of diversity, both visible and invisible, including age, gender, nationality, ethnic origin, education, religion, beliefs, sexual orientation as well as people with disabilities. Groupe Rocher has always ensured everyone benefits from smooth integration and job stability. Our differences enrich our perception of the one same reality we share. They prepare us to face the complexities of the world we are living in and ensure our long-term success.

3 QUESTIONS TO FRANK GOUPILLE, Human Resources Director of Transformation - Groupe Rocher

How do you support disabled persons working within the Group?

We are pursuing our commitment for the 2022-2024 period with the signature of new agreements on inclusion and the employment of persons with disabilities in all our entities in France. Each and every employee in the Group participates in this effort.

80% of disabilities are invisible: what message would you like to send to the Group's employees to encourage them to declare themselves if this applies to them?

Disabilities in the workplace come about when a person suffers from a health problem that affects them chronically or occasionally in their professional life. Declaring one's disabilities means that the appropriate technical and human arrangements can be made, and organizational support can be provided.

Could you describe what is the "Atelier des Primevères"?

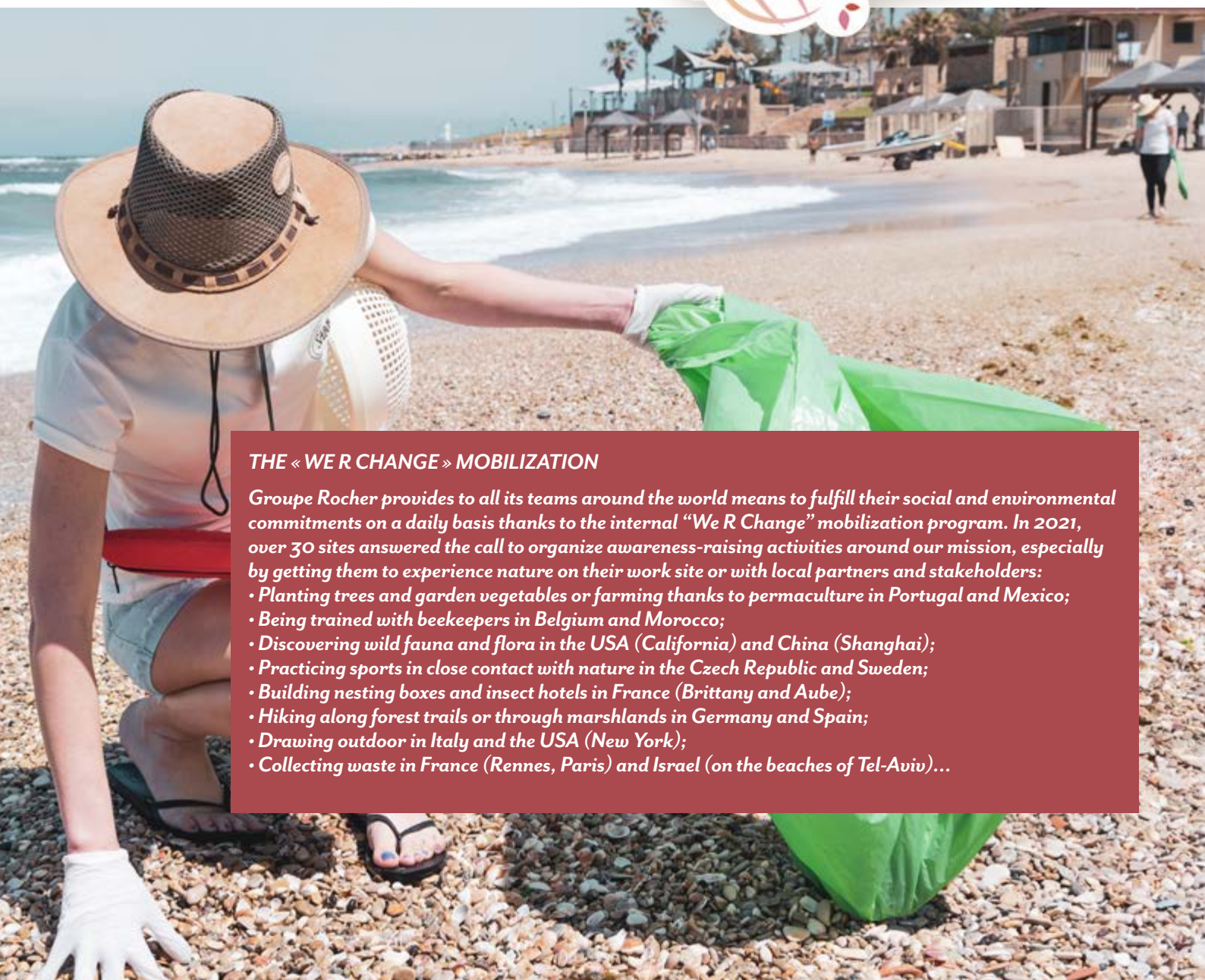
In 1994, the Group created the «Atelier des Primevères» in La Gacilly: it's a disability-friendly company where more than 80% of employees have disabilities. For over 28 years, they have essentially been working in the packaging, logistics and transports fields (quality control, assembly of articles and sub-assemblies...).



10

Ensure caring working relationships

We look for and value differences and accept differing opinions. We choose our words carefully, avoiding defamatory, discriminatory or sexual remarks at all cost. Together, we build a workplace where everyone feels respected and welcomed.



THE « WE R CHANGE » MOBILIZATION

Groupe Rocher provides to all its teams around the world means to fulfill their social and environmental commitments on a daily basis thanks to the internal “We R Change” mobilization program. In 2021, over 30 sites answered the call to organize awareness-raising activities around our mission, especially by getting them to experience nature on their work site or with local partners and stakeholders:

- *Planting trees and garden vegetables or farming thanks to permaculture in Portugal and Mexico;*
- *Being trained with beekeepers in Belgium and Morocco;*
- *Discovering wild fauna and flora in the USA (California) and China (Shanghai);*
- *Practicing sports in close contact with nature in the Czech Republic and Sweden;*
- *Building nesting boxes and insect hotels in France (Brittany and Aube);*
- *Hiking along forest trails or through marshlands in Germany and Spain;*
- *Drawing outdoor in Italy and the USA (New York);*
- *Collecting waste in France (Rennes, Paris) and Israel (on the beaches of Tel-Aviv)...*



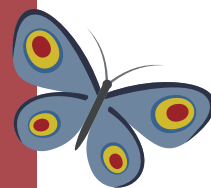


THE NATURE ACADEMY, UNDERSTANDING THE CHALLENGES OUR PLANET FACES

The Nature Academy is a training course launched in 2020 for all our teams worldwide. It conveys our commitment to being a Purpose-Driven Company: reconnecting women and men to nature.

While being both immersive and theoretical, the Nature Academy includes several stages, including, to begin with, hiking in the great outdoors, followed by a collective intelligence workshop and an online content platform. This training course thus offers a broad spectrum of knowledge about the challenges of biodiversity. It aims to:

- Provide knowledge about nature;
- Empower our staff so they can become the ambassadors of reconnection to the concepts of nature;
- Provide stakeholders with the means to act on and adopt initiatives to reconnect with nature





DEVELOP PRODUCTS,
SERVICES AND
MODES OF
CONSUMPTION
THAT RESPECT
NATURE



INNOVATING IN A REASONED AND SUSTAINABLE WAY



Since the creation of Botanical Beauty® by Mr Yves Rocher over 60 years ago, the Group finds its inspiration in nature while pledging to preserve the environment. It innovates with products combining quality and respect for the ecosystems.

In the interest of transparency, the Group regularly communicates and faithfully informs its clients about the composition of its products as well as about their origins. It ensures that its suppliers and subcontractors honor the commitments made by each of its brands. Finally, it endeavours to act responsibly throughout its manufacturing and distribution processes, striving to reduce its impact on natural environments while respecting all living things. Thanks to the mobilization of all teams involved – partners, employees and clients –, these commitments are fulfilled at all levels of the company.



Faithful to its commitments, Groupe Rocher does not test on animals and never promotes animal testing, be it on finished products or any ingredient they may contain.

Safe and healthy products

Cosmetics and homecare

Groupe Rocher places the quality of its products as well as the safety of its clients at the heart of its strategic challenges. This concern is present at every stage of a product's life cycle, from creation to end use.

In cosmetics, every ingredient, every production stage, each article undergoes a series of tests that are predefined by the Group's experts (safety assessors, toxicologists, pharmacists...) and that follow international guidelines.

For homecare detergents, subcontractors must comply with the requirements as described in specifications (ingredients, regulations, characteristics, packaging) and they must conform with a certification audit that looks at quality standards comprehensively. These audits are regularly updated in order to follow the action and improvement plans that are established jointly with the subcontractor.



Textile

Petit Bateau's Quality Policy, which is an essential part of the brand's DNA, is based on the safety and qualities of its products. The strictest of standards are followed in terms of toxicology in keeping with the OEKO-TEX STANDARD 100® label: this certification guarantees the safety of the clothing whilst controlling the harmful chemical content. Petit Bateau controls the quality of components at different manufacturing stages in laboratories, both in-house and external, and includes its suppliers in its strategy by ensuring the validity of OEKO-TEX® certification, as recognition of their textile know-how..

In 2021, **75 %**
of Petit Bateau products were
OEKO-TEX® certified.



3 QUESTIONS TO PHILIPPE MSIKA, Director of Innovation & Development – Yves Rocher

How are the manufacturing ingredients in our product sourced?

100% of our ingredients are thoroughly assessed following essential CSR impact criteria: naturality, sourcing, or biodegradability and ecotoxicity. We therefore select the best ingredients: the best-performing, the most respectful of your skin and of the planet.

How are they tested?

Product safety for our clients and their environment is our priority. Each product is checked by strict protocols, in order to validate their quality and durability. Ingredients are selected and assessed to ensure they are safe for people and the environment.

Are they thought through every stage of their life-cycle?

Our ecodesign approach includes an assessment of our ingredients across their entire life-cycle: their sourcing being as sustainable as possible, the way they are obtained respecting a natural approach, their effectiveness as a formula, their efficacy proven for the skin, and their final impact on the environment.





Responsible raw materials

First and foremost, rigor...

The qualification process for our raw materials includes a series of tests and methods to confirm both the safety of products and the preservation of the planet. The environmental impact of ingredients is assessed, as is the CSR policy of our suppliers. On this basis, a tool has been launched for the formulation teams to help them select the raw materials that have the best CSR profile.

... followed by, ethics

The Group has defined certain rules that must be followed regarding the choice of ingredients, both in-house and with partners.

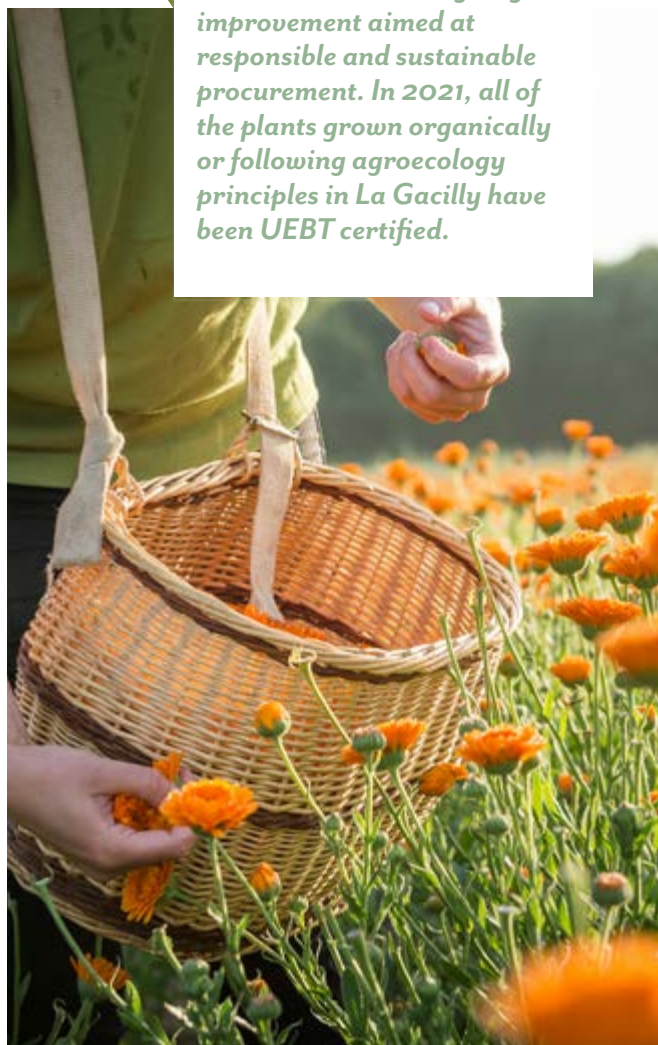
The sustainable procurement strategy implemented is founded on 3 main pillars:

- Conforming to responsible industrial use in terms of quantity and quality;
- Protecting biodiversity and ensuring full respect of the rights of women and men involved in the all the sectors*;
- Sharing the resources of biodiversity in a fair and equitable manner, while preserving the know-how of local communities and favoring shared economic, social, scientific and cultural development.

*The sectors are the procurement chains as defined by the following trio: natural ingredients (plant or mineral), suppliers and geographic origin.



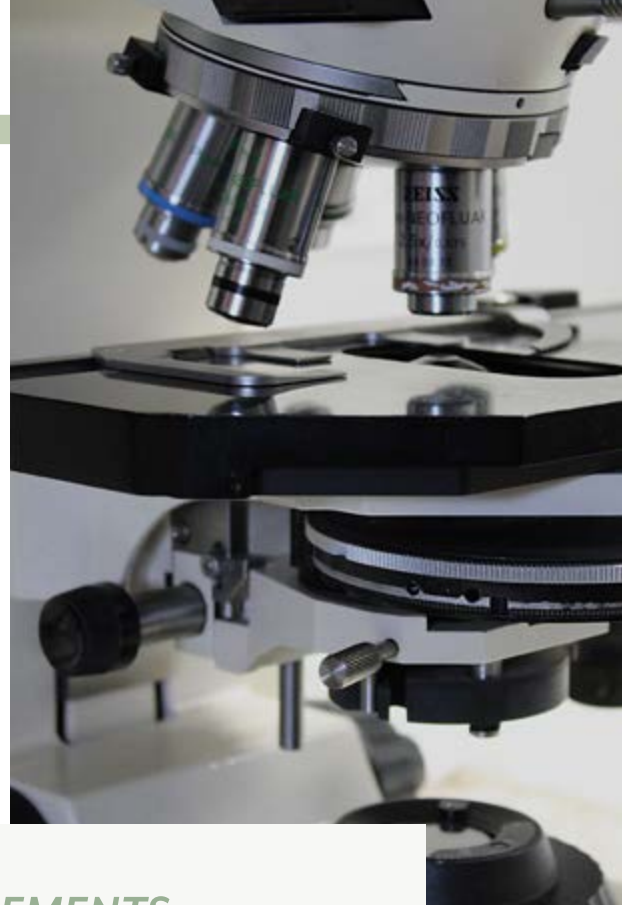
The Yves Rocher brand became a member of the UEBT (Union for Ethical BioTrade) in 2020 to pledge its commitment to ongoing improvement aimed at responsible and sustainable procurement. In 2021, all of the plants grown organically or following agroecology principles in La Gacilly have been UEBT certified.



Our duty of vigilance

Within Groupe Rocher, every effort is made to ensure prevention of social, environmental and governance risks linked to its activities or to that of its suppliers and subcontractors. The Group, in an ongoing drive to improve its procedures, works on a day-to-day basis on perfecting its control tools in order to ensure its values are respected worldwide.

To find out more about our duty of vigilance, go to groupe-rocher.com



BEYOND THE MANDATORY REQUIREMENTS



COSMETICS

Groupe Rocher has a continuous improvement approach when selecting its ingredients, applying over 500 restrictions or bans beyond those already imposed by European regulations. What's more? The majority of ingredients are of natural origin and plant-based active ingredients are favored.

83 %

of ingredients in the Yves Rocher formulas comes from natural origin.



HOME CARE

The Stanhome brand favors the use of naturally sourced ingredients in its formulas and assesses their pertinence with every new development or reformulation.

Since 2021, Stanhome has been committed to certifying daily cleaning products EU Ecolabel within the categories identified by the European Commission with references that determine restriction criteria like toxicity for aquatic organisms and biodegradability of ingredients

86 %

of ingredients in formulas of the "Act For Green Home" program of Stanhome (kitchen, linen and floor) comes from natural origin.



TEXTILE

Petit Bateau works toward the integration of organically produced cotton while meeting consumer expectations in terms of quality.

The brand carries out a continuous improvement policy where procurement is concerned and aims for 100% use of eco-friendly materials by 2025. The brand is also committed with the "Paris Good Fashion" network whose goal is to turn Paris into the capital of more eco-friendly fashion by 2024.

84 %

of products sold are knitted by Petit Bateau and the Tier1 spinners they use for their materials are well-known, mastered, and also meet the same quality standards.



PROPOSING A RESPONSIBLE CONSUMPTION OFFER

Environmental stakes are at the heart of citizens' concerns which leads them to want to consume differently. A responsible brand must favor production systems that respect natural ecosystems, is transparent – both regarding the origin of the ingredients contained in its products and in terms of traceability –, as well as offers its clients more responsible models of consumption.

Groupe Rocher seeks to formalize an ecodesign strategy which reduces the environmental footprint of each of its brands and of its logistical, industrial, tertiary sites as well as of its stores. In parallel, it guides its clients toward more resource-efficient ways of consuming.

This double-approach is embodied at every stage of a product's lifecycle: from design to recycling, as well as including marketing or reuse.



Sustainable and reusable products

Each of Groupe Rocher's brands aims to respect nature, from the development of a product to its end use, in order to provide well-being to its customers. As a result of this ecodesign strategy, Groupe Rocher is committed to circular economy in order to propose reuse solutions for its packaging as well as for its finished goods.

Thus, Yves Rocher teams work hard to minimize the impact of packaging. They have, for instance, developed a reinforced cardboard container for cosmetic powders, which spares around 50 tonnes of plastic per year, and a 60% recycled cardboard for the first solid shampoos launched in 2021.

As for the Petit Bateau brand, in May 2021, in France, it inaugurated a simplified collection service of used, already worn Petit Bateau clothing in exchange for sales vouchers for its new collection, to provide clients with a second-hand offer of clothing with all the guarantees of new clothing. To

date, 5 stores in France offer these Petit Bateau clothes for second-hand resale and an pop-up corner has recently opened at the Galeries Lafayette



Hausmann department store in Paris.

The SABON brand is exemplary in terms of client experience with the reuse of containers: it does not just design reusable glass containers for its products, but also innovates by offering tutorials called “reUSE, reNEW, reLOVE” for its clients, aiming to give products a second life.

Responsible points-of-sale

Wonderful places for interaction, physical and digital points-of-sale must comply with the brands' CSR goals and involve clients at every stage of the sales process.

At Petit Bateau or Yves Rocher, ecodesign requirements are key to create boutique layouts with elements that are completely collapsible, favoring monomaterials in order to facilitate sorting when it comes to recycling. Energy consumption is ever increasingly better managed thanks to the gradual roll-out of LED lighting systems.

60 % of Yves Rocher stores have LED lighting which is energy-friendly (aiming for 100% by 2023).



The Green Leaders program, deployed in 2021 in more than 70 % of Yves Rocher stores worldwide, helps to train beauty advisors on the brand's commitments and values: ecodesign, formulation, good practices, recycling, etc.

In order to reduce the use of virgin resources and the destruction of finished goods, Groupe Rocher has been communicating about the best recycling habits and making suggestions for solutions when recycling facilities are not yet available, or if waste is not collected by the local authorities. The goal is for each subsidiary to find its own recycling solutions.

Groupe Rocher also works closely with several NGOs to donate unsold new products or unused gifts to people living in precarious conditions. Since 2015, Yves Rocher France delivers its unsold products to the French charity, Dons Solidaires, and Dr Pierre Ricaud offers its overstocked or short sell-by-date hygiene or care products to women in need. Dr Pierre Ricaud has donated more than 28,000 cosmetic products to charities and hospital for example associations in 2021.



ARBONNECYCLE™, A GLOBAL PACKAGING RECYCLING PROGRAM

Even if around 72 % of Arbonne's packaging are recyclable, the brand strives to ensure that all of it will be recycled. Working with TerraCycle™, ArbonneCycle™, a non-recyclable packaging returns pilot program was launched in November 2019 in the USA. This project was extended to all Arbonne clients in the USA in January 2020, then worldwide in December 2020. All packaging is now recyclable, whether in the traditional way, or through local authorities sorting systems or via ArbonneCycle™.



BEING TRANSPARENT

In order to make better choices, clients feel it is essential to be better informed and they expect brands to play their part by being transparent about the products they offer.

Groupe Rocher has not waited for this expectation to rise to commit to an exhaustive, clear and sincere communications approach.

Regarding the composition of our products

Since 2020, on their websites, the Yves Rocher brand and its subsidiaries provide details on the origin of all of the ingredients contained in their products, whether natural or synthetic. A list of vegan formulas of more than 700 references was even defined in order to better inform clients who seek these kind of products.

In 2021, the Kiotis brand launched the 'Essentials Workshop' website to reassure consumers about the use of essential oils and to explain their virtues. At an international level, 14 e-commerce sites have posted a glossary explaining the chemical names of ingredients in simple terms.



Regarding the origin of our products

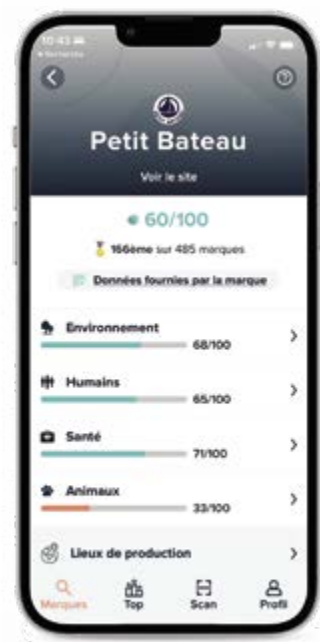
In France, there is no legal or regulatory obligation imposing origin marking, with the exception of a few agricultural and food products. If the European legislation considers that only manufacturing is significant in the production process of a clothing item, consumers, however, expect more from fashion companies.

The Petit Bateau brand, responding to this concern, has decided to display its "Made in" on every article or accessory's label since January 2020. As for the Yves Rocher brand, it has reinforced its communication effort in 2021 through the use of pictograms that indicate the composition of products, also mentioning their origin. A "Made in Brittany" label is now also put on the relevant ranges, wherever possible, according to available label space.

Regarding our commitments

In order to be accountable regarding commitments made, every brand has pledged to publish by 2025 an annual responsibility and commitments report is available to their stakeholders and clients.

The Petit Bateau brand works with the «Clear Fashion» application since its launch in September 2019: this app decrypts commitments made by clothing brands, according to their impact on health, people, on the environment and on animals. Simply by taking a photo of a product's label, information is gathered providing an overall score that analyses composition, labels and the company's practices.



05

ACTING IN
FAVOR OF
BIODIVERSITY

AND
PRESERVING
THE LIVING



LEADING THE WAY

Since its creation, Groupe Rocher and all of its brands uphold a respectful approach to natural environments and resource-efficiency. As the first international group of companies to become a Mission-Driven company in the eyes of the French law, Groupe Rocher does not intend to stop at this change, wishing to pursue its role as an ambassador of biodiversity and its commitment to “cost effective innovation” is combining economic benefit and reduction of its impact on the environment.

Informing and taking action

Advocating among all stakeholders

In order to contribute to the preservation of biodiversity, Groupe Rocher does not hesitate to pledge for changing our business models. It conducts applied research programs, supports academic entities or universities and draws conclusions from its experiments in the field.

The significant number of commitments it has undertaken illustrates the broadness of its ambitions: research on species, insects, ecosystems, soils, the cycles of the living, the new sustainable accounting systems etc.



Being leader

Wherever Groupe Rocher has activities, all teams aim to protect endeavours to protect natural spaces and to become, under the right conditions, a refuge of biodiversity, by teaming up with local associations such as Birdlife International. In La Gacilly, Groupe Rocher works on over 60 hectares of organic farming fields and in-ground greenhouses. This area is a haven for several species of birds, mammals and insects. In Morocco, the Yves Rocher teams look after a hanging garden of medicinal plants.

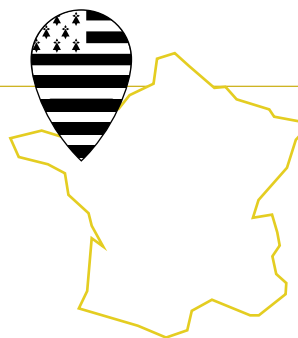
Furthermore, Groupe Rocher tries to raise awareness of its workforce about biodiversity stakes. With the Nature Academy training program, the company wants to empower its employees to understand better nature and the internal mobilization program called “We R Change” is offering to all teams to get involved in animations to preserve biodiversity.



Stanhome Italy staff
working on urban reforestation



Key figures about La Gacilly (Brittany, France)



64 bird species listed
with the help of the LPO (Ligue
de Protection des Oiseaux),
the association equivalent of
**Birdlife International in
France**



28 species
of dragonflies



39 species
of butterflies



22 species
of crickets, locusts and
grasshoppers



200 hives
with over 10 million
bees producing 4 to
5 tonnes of honey
annually



1 500 plant
species preserved in the
**Yves Rocher Botanical
Garden**



Source: Les Villes Geffs (2020) - La Croix des Archers (2018) -
Ploermel (2017) - Rieux (2021) - La Villouët (2021)



FIGHTING CLIMATE CHANGE



Fighting against global warming is dependent of a successful global energy transition. 195 countries have signed the Paris Agreement in 2015, pledging their commitment to continue reducing their greenhouse gas emissions in order to maintain the increase in temperature below 2°C (by 2100, in comparison to pre-industrial records) and if possible, remaining around 1.5°C.

In order to achieve this goal, the IPCC (Intergovernmental Panel on Climate Change) estimates that annual emissions will have to be decreased by around 45 % by 2030 compared to 2010. To contribute, Groupe Rocher is committed to a low-carbon footprint strategy, where the main challenges are linked to its activity, and to limiting its environmental impact.



Wood heating system at La Gacilly.

Being exemplary

Groupe Rocher has decided not to enter the offsetting carbon market. For many years, it has chosen to improve and optimize its operating methods and its structures. The company has opted for a structural limitation approach, by reducing its dependence on fossil fuels and by managing its own direct greenhouse gas emissions (scope 1 and scope 2) and indirect emissions (scope 3): known as having a “low-carbon footprint”. Offsetting to have a clear conscience was not an option, therefore, very quickly, having a low-carbon footprint seemed like the only sustainable and viable move. To achieve this, Groupe Rocher has invested in renewable energies, with each facility following its own strategy. In France, for instance, the 850 employees of the two main logistics warehouses in Brittany are heated with wood-fired boilers. Groupe Rocher’s 14 French sites benefit from certified renewable electricity, and abroad, 6 other sites have voluntarily chosen to purchase green electricity. The roofs of the SABON factory in Israel and of the Stanhome headquarters in Italy are, equipped with solar panels.



83 % of
the electricity used
by the Group comes
from renewable origin.





A global approach

Working in partnership with the French Agency for Ecological Transition (ADEME), within its eco-friendly transporters FRET21 framework, Groupe Rocher is also committed to reducing the carbon footprint of its transport and delivery activities by at least 6% over 3 years.

The Group assesses the environmental impact of its stores by collecting data regarding energy consumption and waste collection of the Yves Rocher, Petit Bateau, SABON and Flormar brands. The coming years will be dedicated to implementing these actions plans in all the stores.

Quantifying progress

Groupe Rocher assesses and reports on its greenhouse gas emissions, whether direct or indirect, and conducts a yearly assessment of its entire activities.

This effort contributes to identify action plans aimed at reducing the company's carbon footprint, based on energy efficiency and the transition towards renewable sources of energy.

Solar panels at the SABON factory in Israel



The Group has reduced its greenhouse gas emissions by **20 %** between 2010 et 2019.



14,228 tonnes of fossil fuels saved since the installation of wood-fired boilers of wood heating system on La Gacilly sites.



REDUCING OUR ENVIRONMENTAL IMPACT AND SUPPORTING CIRCULAR ECONOMY

Groupe Rocher's commitment to a comprehensive ecodesign strategy also implies savings in raw materials such as plastic, water conservation initiatives and better waste management. This enduring respect of nature is the guiding thread for all research teams across Groupe Rocher's brands. They keep environmental conservation in mind and are unfailingly committed to safety and quality.



Glass-blowing supply chain in Les Villes Geffs. Containers arrive pre-shaped to be blown on site.

Limiting the use of plastic

Reducing the use of plastic is an essential challenge for the Group's ecodesign commitment. A specific strategy for each brand has been defined to reduce its use, with ambitious targets to be met by 2030.

The Yves Rocher brand develops solutions tailored to each range by replacing plastic wherever possible with cardboard for packaging. These measures, together with the use of recycled plastic for the containers and bottles made in the factories in Brittany, or the suppression of plastic film around skincare and make-up products, means a saving of around 3,000 tonnes of virgin plastic every year.

With the Act for Green Home range, the Stanhome brand has lowered its needs by 85 tonnes compared to 2020. Furthermore, it has developed more concentrated or solid products in order to further limit the use of plastic packaging.

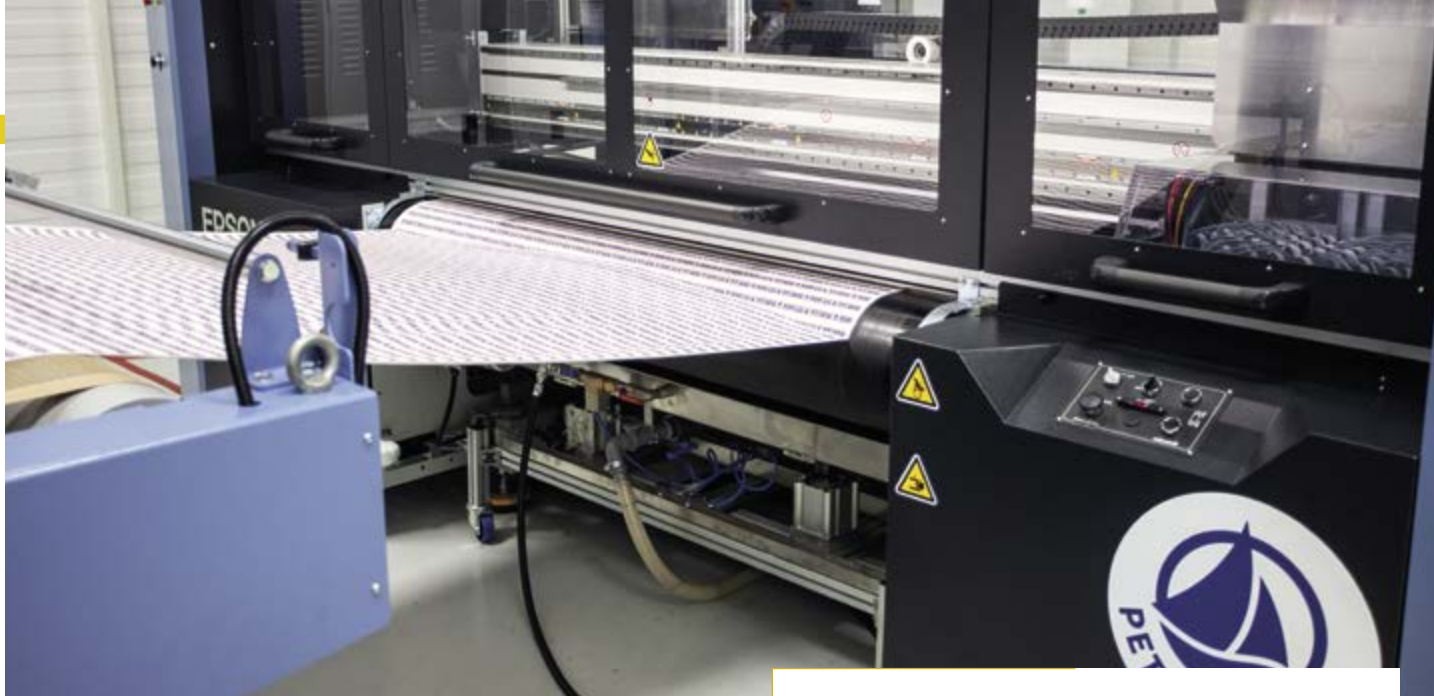
As for the Petit Bateau textile brand, it saved 18.6 tonnes of plastic by suppressing hangers for transport purposes or to stock clothing at sales-points. It also reprocesses over 50 tonnes of hangers and transport bags every year. Finally, all store bags are now made of recycled paper.

Around 3,000 tonnes of virgin plastic saved per year since 2020 by the Yves Rocher brand



18.6 tonnes of plastic avoided every year by suppressing the use of hangers in Petit Bateau boutiques





Saving water

Water is an essential resource for the production and the use of Groupe Rocher's products. The challenges we face today to reduce our water consumption are increasingly problematic. Increased needs confronted to limited supplies, degradation in overall quality, extension of geographical areas where demand exceeds available quantities...

Groupe Rocher is committed to preserving this resource through a common policy shared by all its brands to restrain usage. Water use performance has thus been improved by 15% from 2015 to 2019, then by 3% since 2019.

In 2021, Petit Bateau inaugurated a digital printing machine that reduces consumption by 33% on its Troyes site. The SABON cosmetics factory in Israel has increased its yield by 60% thanks to a water purification system with a very fine filter that only lets water molecules come through.

The Arbonne brand invested in a new cleaning technology on its sites which captures used water from the final rinse, to be reused during the initial stage of the process.

Managing waste

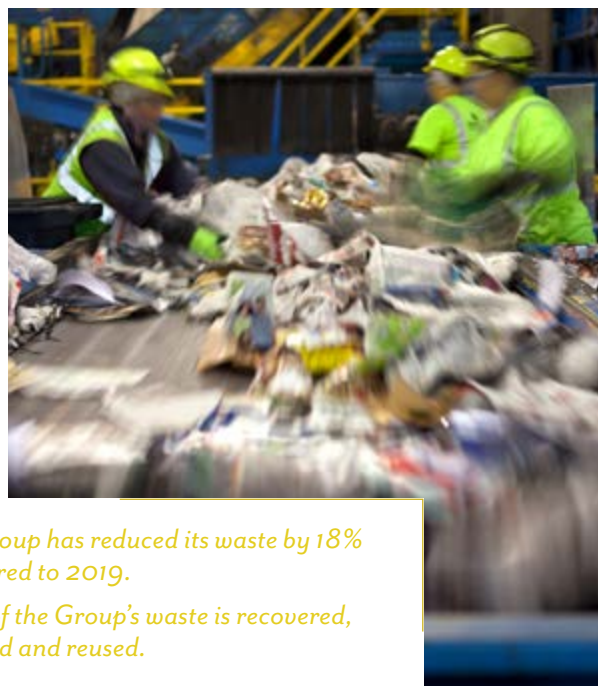
Groupe Rocher industrial sites in Brittany have a collective monitoring system geared towards environmental performance and sanitation. Centralized waste management helps to find common solutions to reducing waste, the impact of its transport and that of sorting schemes.

The Group's waste management policy aims to favor circular economy, to reduce the quantities generated and to raise awareness of employees on how to sort correctly. In total, the majority is recovered, recycled or reused and only 3% of waste was discarded at the landfill in 2021.

NEW PETIT BATEAU INNOVATION

By being the first French textile brand to use digital printing on 100% mesh textile, Petit Bateau controls the entire chain of production in its historical factory in Troyes (France), from the arrival of thread to the end clothing.

Besides water savings, this investment helps reduce loss of materials by 2% when creating a new print as well as a 45% reduction in energy consumption. It also represents 5.2 tonnes less waste produced every year.



The Group has reduced its waste by 18% compared to 2019.

90% of the Group's waste is recovered, recycled and reused.



USING NEW TECHNOLOGIES WITH EFFICIENCY

New technologies, despite being highly energy-intensive, are still one of the key areas of improvement. For their environmental footprint to be reasoned and reasonable, the Group has integrated the digital challenges of the future.

The diagnosis

To reduce the consequences of its digital activities, in 2019 the IT Department carried out an assessment of the environmental impact of its activities. This assessment helped identify the main sources of emissions:

- electrical consumption of equipment (computers, smart-phones, screens, printers...), data and service centres (land line subscriptions and mobile subscriptions, internet);
- purchasing of IT and printing equipment;
- IT team duty trips by airplane.



The action plan

Based on this assessment, the IT Department set its priorities: acting on the renewal rate of IT equipment and defining a plan to reduce greenhouse gas emissions in France by 2025.

The IT Department is changing its processes and working tools in view of developing a more cost effective IT system, which is resilient and accessible to all. It intends to carry on a responsible vision that takes environmental impact into account, while avoiding pollution transfer from IT systems.

The training roadmap

Furthermore, the IT Department raises awareness among all the teams through training sessions during the «Responsible Digital Week». The second edition held in October 2021 had several goals:

- To educate while sharing good practices to follow on a daily basis;
- To co-construct the tools of tomorrow thanks to “Design Thinking” workshops;
- To train the IT Department managers to promote a digitally responsible approach.

83 %
of the IT
Department staff
has taken part in
workshops during
the “Responsible
Digital Week”



3 QUESTIONS TO SOPHIE KHOON-YAM, Director of Transformation and IT Responsibility - Groupe Rocher.

How long has Groupe Rocher invested in responsible IT?

Since 2020, Groupe Rocher has

integrated IT responsibility into its CSR strategy. It's the IT Department that initiated the approach, working closely with Procurement and Responsible Development teams. This initiative is based on guidelines made by a community of internal and external experts as for example the ADEME in France.

What are the long-term goals?

We have specific goals focused around 4 pillars :

- Pillar 1 Green IT: reduce the Groupe Rocher Technology Department carbon footprint by 30 % (vs 2020);
- Pillar 2 Responsible design of IT systems: 100% of our new digital services and technologies are ecodesigned by 2030;
- Pillar 3 IT conservation in uses : raise awareness of 100 % of IT Department staff - every year - about responsible digital and establish a community of responsible digital referees.

Additionally, it is important for this community to carry on developing its expertise and pertinence

on the subject. For that reason, Groupe Rocher has integrated networks of companies that work towards responsible digital as for instance the Planet Tech'Care initiative.

How does the partnership with Planet Tech'Care work?

Planet Tech'Care is a community platform that aims to support companies that are ready to integrate digital technology into their environmental strategy. In order to enter the network and formalize its commitment, Groupe Rocher has signed their manifesto in 2019.



04

INVOLVING OUR
PARTNERS

AND

STAKEHOLDERS



BEING A DRIVING FORCE

Groupe Rocher chooses external partners, suppliers or subcontractors who share its values and its CSR commitments.

This approach helps to prevent possible risks, to build a common sustainable future and to develop societal benefits at the heart of its ecosystem.

In addition to its industrial and commercial partners, Groupe Rocher fosters relations with a number of professional structures, government organisms – both French and international –, the academic world such as universities, in order to support its ongoing drive for improvement and to testify on good practices of its good practices.



Sustainable procurement and supply chains

Aiming for continuous improvement, competitiveness and empowering its CSR commitments, Groupe Rocher has entrusted its Procurement Department with direct control of supplier relations.

A committed approach

Groupe Rocher is committed to a sustainable procurement model, aiming to strengthen ties with its suppliers. This approach is supported by external organizations.

This ongoing improvement policy is a key level of the Group's CSR commitments and consolidates its global approach :

- implementing exemplary ethical practices at the heart of the supply chains;
- building win-win partnerships with suppliers;
- sharing knowledge and CSR expertise within the procurement ecosystems;
- having solid commercial relations thanks to attractive products and services that support cost effectiveness, circularity and naturality.

Developing responsible supply chains

For Groupe Rocher, managing social and environmental risk is mandatory and is fully integrated into a responsible procurement policy including an assessment component where supplier and panels-management are concerned. Steering of the duty of vigilance goes hand in hand with the implementation of ethical and virtuous practices among the supply chain stakeholders. A dedicated Code of Conduct for Suppliers has been formalized in 2021.

CSR criteria have been established and will be generalized in the coming years.

WHAT IS THE DUTY OF VIGILANCE ?

The duty of vigilance is a French obligation for big companies in preventing social, environmental and governance risks linked to their activities. It can also be extended to the activities of their subsidiaries and commercial partners (subcontractors and suppliers). The duty of vigilance legislation aims for human rights to be respected at any case. This is mandatory for French companies with a workforce of over 5,000 employees and those with over 10,000 employees in France whose headquarters are abroad.

To get more details on Groupe Rocher's Duty of Vigilance, go to: <https://groupe-rocher.com/ours-commitments/duty-of-care>



Close ties

Groupe Rocher seeks long-term partnerships with its suppliers and subcontractors in order to create conditions that are required for responsible innovation.

Groupe Rocher wishes to promote new, more collaborative ways to interact, while organizing multi-trade work meetings to present its specific needs. This process, which benefits all parties, helps partners to develop their offer while offering innovative solutions that meet the group's requirements.

Expanding CSR expertise

Building responsible procurement practices implies skills improvement for all stakeholders, both in-house and externally.

Consequently, a specific program to train all purchasing and procurement teams in terms of CSR by 2025 was launched. This initiative has already started with a seminar called "Developing Responsible Supply Chains".

Furthermore, Groupe Rocher also intends to spread its mission-statement of "Reconnecting women and men to nature" to its stakeholders. An awareness-raising and sharing plan will therefore be deployed to the group's strategic suppliers.



3 QUESTIONS TO CLAUDE FROMAGEOT, Director of Sustainable Development - Groupe Rocher

How does Groupe Rocher interact with external stakeholders?

Our dialogue with other stakeholders as academia, experts, companies or institutional organizations are essential as they help clarify our strategy and share experiences, thus enabling us to make enlightened choices and to progress. That is why a variety of opportunities is also important: awards and professional gatherings, discussing with schools, supporting associations, intervening with government authorities, taking part in CSR events, etc.

How is protecting biodiversity a key challenge for Groupe Rocher ?

Groupe Rocher has been using agroecology techniques since its origin in its birthplace of in La Gacilly and the stakes of resources from biodiversity, nature and the economy are profoundly rooted in our DNA and are key

factors to have in mind for our brands to grow sustainably. It is the reason why, nowadays, we are committed and involved with such organizations as the French Foundation for Research on Biodiversity (FRB), the French National Museum of Natural History, the Comprehensive Accounting in Respect of Ecology (CARE) at AgroParisTech or working closely with the UN Biodiversity Convention within the Global Partnership for Business and Biodiversity (GPBB), or with the RespectOcean NGO which strives to raise awareness of marine biodiversity issues. Our objective is to try to invent, all together, different ways to approach the economy and its impact on all forms of life.

What role does philanthropy play in this framework of commitments?

Philanthropy has been a driving force for us. The support given by Yves Rocher Foundation to the incredible women who have been

awarded the 'Terre de Femmes' prizes and to the 'PlantForLife' program which has recently reached the challenge of planting 100 million trees and who is planting a third of the hedges in France, enables us to meet people all around the world. These amazing women and men have chosen to take action, through innovation organizations, agricultural transformation projects, powerful models of solidarity working towards a social-based economy. It is like having a sneak preview of what we hope our future business models to be like. Our brands also play their part in the Group's mission-statement: Petit Bateau has, for instance, defined its purpose "Connecting children to nature" and supports the Water Family association based in France which raises children's awareness about the importance of water as a resource.



Dialogue with all the stakeholders

Groupe Rocher and its brands develop and strengthen their ties with lot of different internal and external stakeholders (employees, suppliers, partners, clients, associations, intergovernmental authorities, professional entities, etc.) to continuously ensure its ability for change and evolution. It assesses its own actions, shares its contributions, actively takes part in multi-stakeholder working groups and testifies during many external events (congresses, conferences, round tables, etc.).

The central CSR team for example is involved on several levels with the French Federation of Beauty Companies (FEBEA) regarding biodiversity, governmental affairs, relating to plastic, water, etc. Furthermore, Groupe Rocher and its brands are engaged in initiatives in order to reaffirm their convictions and to share with other stakeholders around mutual concerns. To this end, Groupe Rocher is for instance a member of the French Ministry for Ecological Transition's Biodiversity Office (OFB).



*"Our purpose as a Mission-driven Company
leads us to do more than make promises.
It helps us to keep them."*

- Bris Rocher



Find out more about Groupe Rocher's purpose,
vision and commitments on groupe-rocher.com

