

COMMITMENT REPORT



NATURALLY COMMITTED 2022



GROUPE ROCHER

reconnect people to nature

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Groupe Rocher
in 2022

Supporting
and empowering
our employees

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Developing products, services
and consumer habits
more respectful of nature

Acting to conserve
biodiversity
and protect life

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Engaging our partners
and stakeholders

Summary of Groupe Rocher's 2022 Non-financial Performance Statement

Photos: Emmanuel Berthier, Ronan Moucheboeuf, Dominique Rolland, Groupe Rocher, SABON, Yves Rocher, Petit Bateau, Stanhome, Dr.Pierre Ricaud, Arbonne, Flormar, Kiotis, Istock Design/Production: Paragramme Agency



FOREWORD

Bris Rocher

Chairman of Groupe Rocher

This 2022 Commitment Report first gives me the opportunity to thank all of Groupe Rocher's employees and partners. Their day-to-day efforts make our transformation possible, putting into action our mission to reconnect people to nature.

Through their commitment, in 2022 the Group continued its endeavors towards unprecedented change. Here are two examples of our meaningful achievements:

- first, to address the growing issues of material scarcity and more fragile and complex supply chains, with rapidly changing consumer habits and regulatory restrictions, the Group drew up a formal sustainable procurement policy;
- second, to mitigate and adapt to climate change, and to limit the impact of higher energy costs, the Group has reduced its energy use. In addition to the energy saving plans already in place, we have set energy efficiency guidelines that apply to all Group sites – manufacturing, logistics, offices and retail.

As a result of all these efforts throughout our value chain, we have moved forward on large-scale projects. What is important now, and what will be increasingly important for the future, is that the company maintains its legitimacy and upholds a different form of the economy. This unique vision is what all our stakeholders are looking for. And that includes our customers, who are above all citizens. We are working to make our vision a reality through our brands, based on their CSR* commitments, which are now more clearly articulated, and of course an overall movement towards the Group's purpose.

In 2022, academic papers once again confirmed that modern societies are ever more disconnected from nature. Our three goals as a mission-driven company – promoting and providing experiences of nature, educating on nature issues and acting in favor of nature – represent deep-seated goals for Groupe Rocher communities and will guide our action for the years to come.



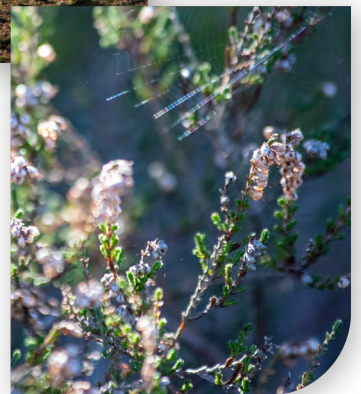


Groupe Rocher in 2022

Creator of Botanical Beauty®, Groupe Rocher has, for more than 60 years, devoted its expertise to effective, high-quality products for all. Over the years, the Group has expanded by investing in companies that share an ambition to promote environmental stewardship and protect biodiversity. In October 2019, Groupe Rocher was the first international company to acquire mission-driven status under French law, setting its objective to work towards the common good by reconnecting people to nature. Today, its brands have made the Group an industry force in personal care, textile-apparel and home care.

Covering research, production and marketing, each brand is active across the entire value chain of its products. Another singular aspect about the Group is the wide range of distribution methods (direct selling, in-store, online and mail order sales).

Hailing from Brittany, France, the Group is deeply rooted in its heritage but also cultivates a keen international focus while stimulating the vitality of regions where it is active, through both its business activities and its involvement in the development of local communities.



Key figures

9 brands

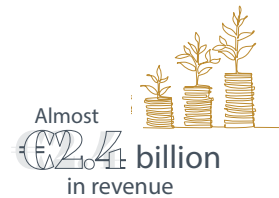


STANHOME



flormar

A family-owned group with a mission to reconnect people to nature

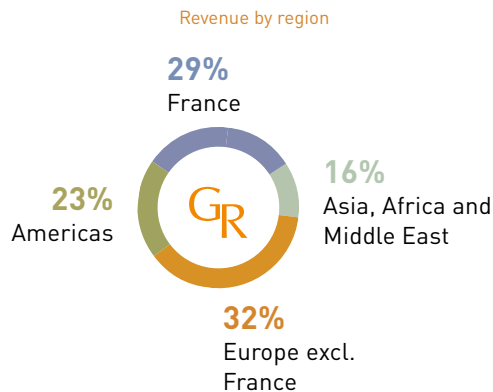


An international group



Active in **110**
countries

On the personal care, textile-apparel,
home care and well-being markets



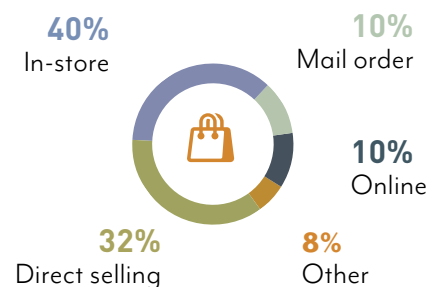
Recognized commitment

- First international group to become a mission-driven company under French law, in October 2019.
- Triple certification: quality, safety and environment for the Group's production sites in Brittany.
- The Yves Rocher Foundation has been recognized as a public interest organization and pledges to protect nature through its Plant for Life and Terre de Femmes programs.

- Each of the Group's nine brands coordinates an ecodesign strategy throughout the value chain.
- 60 hectares with organic farming certification in La Gacilly, Brittany, where the Yves Rocher brand was created.
- Groupe Rocher is a pioneer in alternatives to animal testing.

Diverse revenue streams

REVENUE
BY DISTRIBUTION CHANNEL



Our vision, our goals

On October 24, 2019, Groupe Rocher became a “mission-driven” company under the French PACTE (Action plan for business growth and transformation) law. That means that it has integrated social or environmental goals as well as economic performance into its official objectives. The Group’s purpose is about more than profitability, taking root in its historical values and guiding all stakeholders towards a collective future that firmly binds humans to nature.

Developing a business model that is more respectful of nature

Based on Mr. Yves Rocher’s personal experience, the Group strongly believes that nature has a positive impact on human well-being, therefore driving us to take action to protect the planet. That is why Groupe Rocher has defined its mission as reconnecting people to nature.

The Group’s purpose comes to life in experiences, services and products that enhance well-being through the gifts of nature. But it also takes shape in its family-owned business model, designed to develop a sustainable ecosystem in which wealth creation, frugal innovation and humanist ecology interact.

Reconnecting people to nature

Building on its botanical, agricultural and scientific expertise through a unique business model created in La Gacilly, in Brittany, France, Groupe Rocher engages directly with its communities and regions.



To fulfill its mission, the Group has rallied all its stakeholders in support of the following goals:

Promote and provide experiences of nature aimed at its stakeholders, through a range of activities designed to raise awareness of nature’s challenges and bring opportunities to experience and feel the connection with nature.

Educate on the challenges of nature and the planetary boundaries, through trainings and programs that help our stakeholders to understand and nourish their capacity to act in favor of nature.

Act in favor of nature, to reconcile human activities and the reduction of our impact on natural resources, while integrating the planetary boundaries.

The Mission Committee regularly monitors projects and key performance indicators used to track our progress towards achieving these three goals.

Encourage others by setting the example

As one of the first ever mission-driven companies in France, Groupe Rocher urged other organizations to make the same commitment by sharing its experience at conferences and round table discussions that took place in 2022. These included the Cosmétique Awards in June, the Rencontres Économiques forum in Aix-en-Provence in July, the Assises de l'économie de la mer on the marine economy in Lille in November with the French Office for Biodiversity (OFB), and the Biodiversity and Climate conference organized by France's Bird Protection League (LPO) at the Climate Academy in Paris in December.



Mission-driven status in Italy

In 2021, Yves Rocher Italia and Stanhome Italia adopted the *Società Benefit* status under Italian law, similar to France's mission-driven company status.

As part of this commitment, Stanhome Italia published its first Annual Impact Report in 2022, which included targets for the year to measure the impact on governance, employees, local stakeholders and the environment.



Our committed brands



YVES ROCHER
Bretagne, France

Creator of Botanical Beauty® in 1959, Yves Rocher unleashes the power of plants in ever more effective and more natural products and services. Its direct “from plant-to-skin” sourcing approach harnesses the passion of its experts to help reduce the environmental impact on its value chain. Together, employees, customers, partners and the Yves Rocher Foundation take action to reveal, protect and transmit the power of plants.



arbonne.

Since 1980, Arbonne has been using innovative botanical ingredients based on science, clinical research and high safety standards. With its belief in a holistic approach to beauty, health and well-being, Arbonne offers sustainable, healthy living for all, empowering everyone to flourish by taking care of themselves, their community and the planet. Based on an entrepreneurial business model, this approach contributes to creating a positive mindset that helps people from all communities to live to the fullest.



Dr. Pierre Ricaud

Since 1986, a heritage of science and medicinal plants has inspired the Dr. Pierre Ricaud brand to develop advanced anti-aging skincare. Its mission is to empower women to live each age as the best, by reconnecting with others and with nature. A unique vision focused on enhancing their beauty and well-being.



Founded in 1997, Sabon creates products for the face, body, bath and home infused with precious minerals and botanical ingredients from the Mediterranean region. SABON's creations are derived from a touch of poetry, a spark of awe and a taste for discovery. Enchanted moments of beauty inspired by the wonders of nature.



Created in Troyes, France in 1893, Petit Bateau pledges to be the most sustainable and inspiring brand for children. Focused on the most sustainable quality possible, its know-how allows everyone to move more freely. Petit Bateau uses certified or recycled natural materials and helps to shape a more circular economy.



flormar

Flormar has 70 years of expertise in making women feel beautiful. A market leader in Turkey, the brand is active in more than 70 countries. Through the use of color, women have access to high-performance makeup and professional service at affordable prices. Flormar is passionately dedicated to putting its “Stay Colorful Move Clean” vision into action, by developing and manufacturing products that radiate with color.



Since its creation in 1996, ID Parfums has held true to its pursuit as a “traveling perfumer”. Travel is the brand's main source of inspiration. Fragrances are made with the most noble essences: Bergamot from Italy, Iris Pallida from Tuscany, Rosa Damascena from Turkey.



STANHOME

With the firm belief that nature is essential in bringing balance to our lives, Stanhome represents the threshold between the intimate world of the home and the benefits of the outside world, especially nature. Its commitment to bring nature into our homes and promote everyday well-being for all families has traveled from generation to generation, passing on the secret to enhanced living and well-being. Through direct sales, its customers have access to recognized brands that have won the support of over 250,000 ambassadors. Stanhome was started in the United States in 1931 by Stanley Beveridge, to take care of the home and the family. To this day, concentration and efficiency remain the watchwords of the Stanhome brand.



KIOTIS

Since 2001, Kiotis has been creating skincare products offering a rich sensory experience, derived from the power of essential oils.



"I believe in my love of nature, and then in a certain entrepreneurial spirit, and why not in the tenacity typical of the people of Brittany."

Mr. Yves Rocher

From a young age, Yves Rocher developed his love of nature in the heart of Brittany's countryside.

Suffering from poor health in his youth, Yves studied from home. He would watch his father, with whom he shared a close relationship, work as a hatmaker on the ground floor. That is where he honed his talent for business.

He was only 14 when his father passed away. Yves was distraught, and, every day, his sorrow drove him to seek solace deep in the forest. This experience was pivotal in bringing him to the realization that nature can have a positive impact on our well-being. And in turn, he decided to take action to respect and protect it.

*The more science innovates,
the more it proves that nature is right."*

Mr. Yves Rocher

Nothing can compare with the billions of years during which nature has successfully evolved and adapted. That is why the scientific experts from Groupe Rocher study the genius of plants, to decode their defense strategies against external aggressions (UV rays, pollution, etc.). Since 1959, Group employees have been working on recreating the mechanisms of plants for more effective beauty products formulated to respect nature as much as possible.

In 1975, the Yves Rocher brand created a botanical garden in Brittany, which over the years has evolved into a plant conservatory. This high seat of biodiversity and botanical knowledge is home to more than 1,500 species. Nature is a huge open-air laboratory offering Groupe Rocher's staff limitless research potential.



Our 2030 strategic plan

In today's uncertain global climate, due to the combined effects of the pandemic and geopolitical turmoil on worldwide inflation, as well as global warming, Groupe Rocher has devised a plan to guide its strategy to 2030, with a focus on corporate social responsibility.

An ambitious, all-encompassing plan

To fulfil its commitments and bring a response to current and future social and environmental issues, Groupe Rocher has set out on a strategic plan to 2030, featuring adapted measures with a strong CSR focus.

The Group was directly impacted in 2022 by the Russia-Ukraine war, as its brands have commercial operations in these regions. On top of that was the sustained significant financial impact resulting from the combination of lower volumes, higher costs and the availability of the various energy sources. Despite these challenges, Groupe Rocher and the Yves Rocher brand did not hesitate to join forces in bringing

Ukrainian employees financial and emotional support, and offering donations to local populations.

Other external factors – including lockdowns, cost volatility, resource shortages and new regulations – have also impacted the Group's business model, leading to substantial financial losses. This ambitious 2030 strategic plan is intended to implement structural change and has been adjusted to restore some leeway to the company. It also aims to adapt the organization to the new reality of today's world, with CSR driving its transformation.

The co-construction process

The CSR goals were defined based on the Group's material needs, which were identified in an initial materiality analysis conducted in 2020. This analysis was the product of several months of co-construction between the Group's various stakeholders.

In 2022, the Group's materiality assessment updated its priorities in light of the new variables, appropriately incorporate any specific climate and biodiversity issues faced by the brands, and prepare for future regulatory requirements. This process

combined the expertise of both internal (the Group and Brand Risk, Finance, Human Resources, Operations and CSR departments, as well as key employees) and external resources (NGOs, suppliers, customers, external members of the Board of Directors, labor representatives, other partners, and retail agents and consultants). In all, about 20 stakeholders took part through interviews, surveys and participatory workshops.



The 19 material issues identified were divided into five categories – Environment, Employees, Communities, Clients and Governance – and approved by the Group's Executive Committee.

The 2022 materiality assessment confirmed that the areas of action detailed in the 2030 CSR strategic plan were consistent with the expectations of the Group's stakeholders. It demonstrates the increasing importance of climate and biodiversity issues and the need to rapidly adjust business models to encourage more customers to adopt more sustainable consumer habits.



New CSR goals for 2030

Groupe Rocher has used this analysis as a basis for drawing up a formal CSR plan, with goals set for 2030. Inspired by its corporate mission and built around four main pillars, each of which covers specific goals and concrete projects, this plan is the CSR roadmap to be followed by Corporate and Brands.

Each goal breaks down into specific targets to be met by 2025 and 2030. These targets are co-developed and shared with the brands and staff concerned to make sure they are incorporated into the CSR strategic plan of each brand and business unit.

COMMUNITIES

Engage our stakeholders by our side.

- *Community impact*
- *Sustainable procurement*
- *Replicate La Gacilly model*

EMPLOYEES

Empower our teams to act upon our mission.

- *People development*
- *Employee engagement*
- *Equality and diversity*



CLIENTS

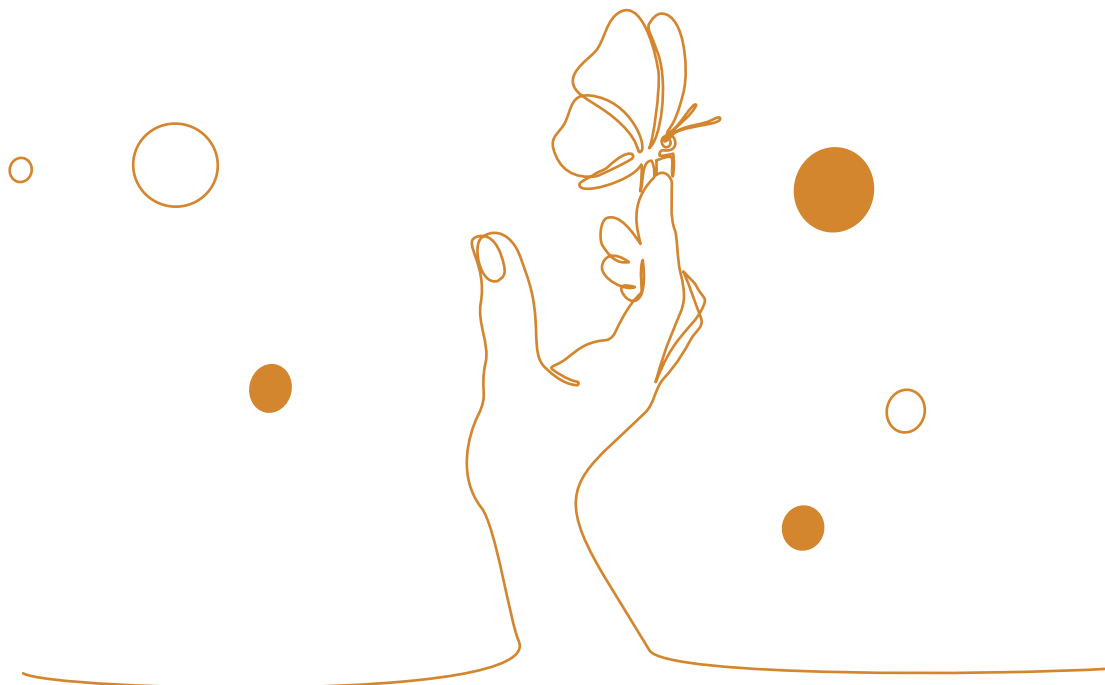
Develop products, services and consumption methods that are more respectful of nature.

- *Ecodesign*
- *Transparency*
- *Sustainable consumption*

ENVIRONMENT

Support responsible innovation and preserve biodiversity.

- *Biodiversity*
- *Carbon / Plastic / Water*
- *Responsible digital*



Contributing to the Sustainable Development Goals

The United Nations' Sustainable Development Goals (SDGs) mark out the pathway towards building a better, more sustainable future for all. They provide a plan of action for peace, people, planet and prosperity. These 17 interdependent goals apply to all nations and are intended to ensure that no one is left behind in the urgent call to action. The SDGs guide companies in taking an international perspective that goes beyond their sphere of activity. Serving as both a CSR compass and common denominator for Groupe Rocher and its partners, the SDGs facilitate best practice sharing and collective action. They help companies to better plan for the future, play their role alongside governments and non-profit and non-governmental organizations, and commit to contributing to attaining the goals.



SUPPORTING AND EMPOWERING OUR EMPLOYEES



ACTING TO SUPPORT PEOPLE

Groupe Rocher's success should not be measured in terms of financial profitability, but also be based on its values and the strength of its commitments.

Ten responsibility principles define the social standards in accordance with its code of conduct and its CSR targets. Shared by all the Group's brands and entities worldwide, these principles establish universal rights and freedoms, policy on social benefits and sustainable employability that is respectful of diversity.

Engaging our employees in our mission

Groupe Rocher supports all of its employees by maximizing their engagement and compelling them to contribute actively to its mission to reconnect people to nature. This strong promise has been rooted in a long-term perspective with the inclusion of a CSR component in the annual targets set for all employees whose remuneration includes a variable portion. This pivotal measure was implemented to help structure and promote concrete projects that will eventually contribute to the Group's mission and meet future challenges.

3 QUESTIONS to Clémence Béa – Social Innovation Director – Groupe Rocher



What do you think should be the priority issues concerning Groupe Rocher employees?

The health and safety of our employees are the foundation of our corporate responsibility, as it is our duty to provide a safe setting in all work environments (e.g. offices, stores, factories). In addition to the many initiatives taken to promote safety, mental health is also an important focus for our HR staff and for our management teams. Actions in this area will continue beyond 2022 so that the Group can take care of its people over the long term.

How is professional advancement a key point in Groupe Rocher's HR strategy?

First of all, our employees expressed this as a priority, and it is one of the ways the Group is adapting to new needs. It's true, the company carries the responsibility of helping each employee grow and develop their expertise and career, enhancing their employability and working towards our collective success. We're lucky to have such a diverse range of expertise and professions within our Group. This comes from our high integration throughout the value chain. It's a powerful advantage that provides a broad scope for development and change. To support that, the Group has implemented tools such as a job and skills management system and will continue to integrate additional solutions in order to facilitate any adjustments needed by the organization while providing new career development options for all our employees.

How has being a mission-driven company made a difference for a Groupe Rocher employee?

Most importantly, and to cite our Chairman Bris Rocher, our corporate purpose is what brought to bear our status of mission-driven company under French law. It's the very reason we exist, "why" we do what we do, the collective aspiration that guides our actions. Being a mission-driven company also gives each of us the opportunity to contribute to transforming the business model of the company (in marketing, retail, production, etc.). Concretely, the status also entails participating in awareness initiatives on our sites and training aimed at building up employees' capacity to take action both within and outside the organization to make a real and impactful difference.

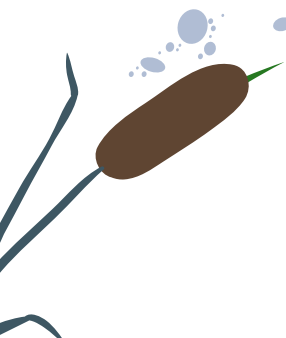
Groupe Rocher's **10** responsibility principles



1

Prohibit all forms of forced and child labour

Before hiring each of our employees, we make sure that an agreement has been drawn up in a language that they understand, stipulating their salary and other working conditions, and signed by both parties. We ban the employment of any person who has not reached the legal minimum age for employment or who has not completed their compulsory education, and, in any case, anyone under the age of 16, except for a work-based training or internship program.



Promote social dialogue

At their place of work, employee representatives have access to collective bargaining agreements and to documentation that is useful to their mission, subject to compliance with confidentiality and Group security rules. They are free to discuss matters as they wish.

2

3



Ensure privacy and protection of personal data

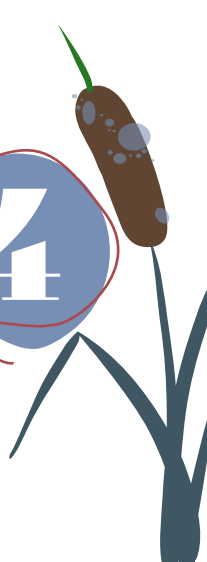
We do not collect information on people with which our employees are in a confidential relationship, such as their life partner, spouse, physician, lawyer or religious counsel, without written consent and only if necessary on legal grounds.



4

Ensure work place safety

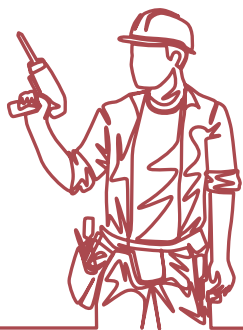
We provide our employees with a safe and suitable environment at the sites that we operate. We take appropriate precautionary measures to anticipate and protect them from any workplace hazards.





Ensure well-being with green attitude and work life balance

Groupe Rocher introduced a global employee assistance program in 2021 to improve employees' work-life balance. This free hotline is available 24 hours a day, 7 days a week to provide counseling and social support to help them navigate certain life challenges relating to their family, disability, housing and so forth. The Group conducted its sixth employee engagement survey, Tell Us, worldwide. Findings were highly satisfactory, for example with 79% of employees happy with the option of working from home.



Ensure lifelong learning and career opportunity

A new onboarding program for all permanent employees, Bee Welcome, was introduced at Group level in 2021. Employees' professional development is then underpinned by a strong internal mobility policy implemented through the Mov'In program. Lastly, an agreement on the job and skills management system was drafted in 2022 and signed on January 16, 2023, by the labor unions brought together under the Rocher UES*.

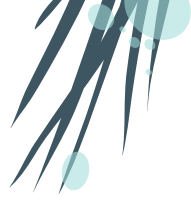
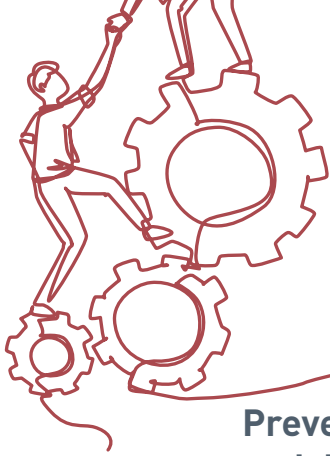


Ensure a fair treatment and a minimum of social standard benefit

The compensation policy is established using clear and measurable objectives that take into account both individual and collective performance. Details of this policy are tied to an annual performance review, with decisions based on current labor market practice. The Group takes steps to provide each employee in all its host countries with minimum social benefits for health, disability and death insurance protection, in line with local systems and conditions.

*Economic and Social Unit (*Unité Économique et Sociale*)





Prevent all forms of harassment and discrimination

Eliminating all forms of harassment, bullying or discrimination is a shared responsibility. Employees are educated about the requirement to refrain from any violent, threatening or abusive behavior.



Promote inclusive diversity

Embracing all the diversity our world has to offer and protecting that diversity is deeply ingrained in Groupe Rocher's DNA. The Group endeavors to promote an inclusive work environment that is open to all forms, both visible and invisible, of diversity, including age, gender, nationality, ethnic origin, disability, education, religion, beliefs and sexual orientation. In 2022, the groundwork was laid for Groupe Rocher's international diversity and inclusion policy. Good practices guides were created to help in drafting more inclusive ads for job vacancies. The Group also made the commitment in 2022 to improve the representation of women at the executive level, aiming to surpass the minimum legal requirement of at least 40% female representation to achieve 50% representation by 2030.



Ensure caring working relationships

Groupe Rocher seeks out and nurtures differences, and accepts diverging opinions. Individuals are asked to choose their words carefully and avoid, in all circumstances, statements that could be considered defamatory, discriminatory or sexual in nature. Everyone must feel respected and valued at their place of work.





The Nature Academy awareness program, urging everyone to take action to protect nature

The Nature Academy is a program built around immersive experience and theoretical workshops designed to educate and raise awareness among all Groupe Rocher employees worldwide. Created in 2020, this program puts into action our commitment as a mission-driven company to reconnect people to nature.

The initial rollout phase, in 2021, reached more than 1,600 people. Based on a progress report in late 2022, some of the program's geographic, structural and cultural aspects were adjusted with the aim of eventually incorporating the Nature Academy into the onboarding program.

The longer-term goal is to reach 4,000 employees by 2025 and simultaneously deploy the program for our external stakeholders, such as our in-store teams and our customers.



02

DEVELOPING
PRODUCTS,
SERVICES AND
CONSUMER

HABITS MORE
RESPECTFUL
OF NATURE



Driving sustainable and responsible innovation

Since Mr. Yves Rocher created Botanical Beauty® in 1959, environmental protection has been a top priority for all of the Group's staff and brands. From research, packaging and ecodesign to the treatment of products at the end of their life, Groupe Rocher strives to make its products available to all, without compromising on safety or quality, and engages in continuous efforts to reduce its impact on natural resources.

Promoting “ecology of nature and of the skin”, innovation always aims to serve customers, for example in Yves Rocher institutes, in face care products by Dr. Pierre Ricaud and in the Petit Bateau cotton bodysuits worn by babies.

More responsible products

PERSONAL CARE

Groupe Rocher has made product quality and customer safety the priority of its strategy. Care is taken at every stage of a product's life cycle, from design to end use.

Everything – each ingredient, each manufacturing phase, each item – goes through a set of tests designed by Group experts (e.g. safety assessors, toxicologists, pharmacists) and based on international recommendations.



HOME CARE

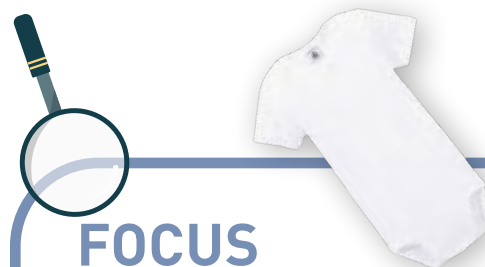
Groupe Rocher contractors must comply with the requirements on product specifications (compounds, regulations, characteristics and packaging). They must also go through a quality audit to ensure that they meet overall quality standards. These audits are updated regularly to monitor progress on action plans and towards improvement goals set collaboratively with the contractor.



TEXTILES

Petit Bateau's Quality Policy has been integral to the brand's DNA for 130 years. This policy is based on a rigorous selection of raw materials and a thorough understanding of production techniques, which is the Petit Bateau teams' key area of expertise. The Oeko-Tex Standard 100® label guarantees that garments are harm-free. To meet approval requirements, products are tested for chemicals that are harmful to human health to ensure that they comply with the strictest toxicology

standards. The GOTS, GRS and RWS* certifications awarded to Petit Bateau's production sites in 2022 improve raw material traceability while ensuring that materials comply with high standards based on best practices to limit impacts on the environment and on biodiversity. Petit Bateau works with suppliers that endorse its strategy by adhering to certification requirements, using a blockchain-based traceability system, in coherence with its CSR goals.



FOCUS

In 2022, 75% of Petit Bateau products sold, whether individually or in packs, were certified Oeko-Tex Standard 100®.



NUTRITION

Arbonne's Quality Policy for food supplements is primarily designed to meet the requirements of the United States Food and Drug Administration (FDA). Either directly or through its sales consultants, the brand pledges to respond to any questions or concerns from its customers about its products, their use or any other request submitted to the customer service department, members of the Arbonne B.E.S.T. team, SafetyCall third parties or a Quality Control Committee.

More sustainable ingredients

PERSONAL CARE

For all its brands, Groupe Rocher promotes genuine, sustainable and generous beauty that is more respectful of the skin and the planet. This campaign led the Group to draw up formal Ingredients and Fragrance charters that set out selection criteria for the ingredients used in its formulas and fragrance compositions. To ensure they meet the standards, new ingredients and fragrance compositions are

subjected to a strict approval process, which includes tests and methods for all scientific areas of expertise (analytical, toxicological, microbiological, etc.). Ingredients must also meet the Group's CSR Policy requirements, meaning that they are respectful of the skin and the planet throughout their life cycle. A database is available to help formulation teams in selecting the best ingredients to use in their compositions.



FOCUS

At end-2022, 71% of Groupe Rocher ingredients used in its personal care products were "natural" as defined by ISO 16128 guidelines, and 68% were derived from renewable sources**.

* Global Organic Textile Standard, Global Recycled Standard, Responsible Wool Standard

** Excluding Arbonne, Sabon and Flormar

HOME CARE

Stanhomes puts priority on using naturally derived ingredients in its formulas. Most formulas are tested, depending on their end use, for skin tolerance (in-use tests), biodegradability or aldehyde and volatile organic compound emissions (Air Label Score).

See next page.



FOCUS

In 2022, an average of 88% of Stanhome formulas available on the market were natural. Ten products (containing nine formulas) were awarded European Ecolabel certification and 17 formulas received an Air Label Score of A or A+.



TEXTILES

In 2022, 53% of products in the Petit Bateau collection were made with eco-responsible materials. That means they are designed with at least 50% of certified, eco-responsible fibers and therefore align with the brand's certification standards (GOTS, GRS, RWS, Master of Linen, European Flax, PEFC and FSC*). The brand aims to use 100% eco-responsible materials by 2025.



Responsible and sustainable sourcing

In 2022, the Group worked with over 500 plant supply chains covering 230 different types of plants. Examples include certified organic lavender from the south of France, sourcing chains certified by the Union for Ethical Biobased Trade (UEBT) for ingredients grown in La Gacilly, and certified organic, fair-trade shea butter from Burkina Faso. These examples illustrate Groupe Rocher's objective to develop responsible and sustainable sourcing. The assessment criteria for responsible and sustainable sourcing were updated in 2022 to remain compliant with regulations and in line with our social values**

* Programme for the Endorsement of Forest Certification, Forest Stewardship Council

** See Groupe Rocher's 2022 Non-financial Performance Statement



NUTRITION

Arbonne bans over 2,000 commonly used substances in its products, which drives innovation in plant-based ingredients. These alternatives guarantee a lower environmental impact, compliance with high safety and quality standards, compliance with certification requirements (vegan, gluten-free, free of genetically modified organisms (GMOs), animal cruelty-free, and no artificial fragrance, colors or flavors).



3 QUESTIONS to Pascale Cochet – Director of Human and Environmental Quality and Safety – Groupe Rocher



What is the Green Impact Index (or GII)?

The Green Impact Index is a methodology developed collectively under the aegis of the French certification organization AFNOR. The consortium is made up of 120 participants from 26 organizations, ranging from small businesses to major international groups and including suppliers, independent design firms and an academic institution. Together, we came up with the first tool to provide labels on the social and environmental impact of personal care, family health and well-being products, and nutritional supplements.

What does the Green Impact Index aim to do?

Since the beginning of the project, all participants have worked towards three key goals:

1. Share reliable and transparent information with customers on the assessment of a product's environmental impacts (from packaging, formulation, etc.) and social impacts (e.g. fair trade, brand commitments, etc.);
2. Provide all types of businesses with a valuable tool for improving the social and environmental design of their products;
3. Implement a label that is affordable for companies of all sizes.

What is the approach behind the Green Impact Index?

The Green Impact Index is designed to be simple, reliable and easy to use, and cover the entire value chain. The aim is also change, to help us at Yves Rocher,

Dr. Pierre Ricaud and Stanhome to develop products that are more respectful of the planet. This index should also be used to provide insight and guide our customers in choosing their products. As such, the approach includes strong choices, for example basing the method on guidelines, labels and standards to add consistency and credibility to the initiative. Also, the index goes beyond a life cycle assessment (LCA) by introducing other criteria such as biodiversity, natural and organic origin, as well as social aspects. This enables companies to structure and capitalize on efforts already in progress, take into account current and future French and European legislation, and routinely seek out the best compromise between LCA and CSR issues.

Please note that this index will be available only for the French market until new European regulations take effect.



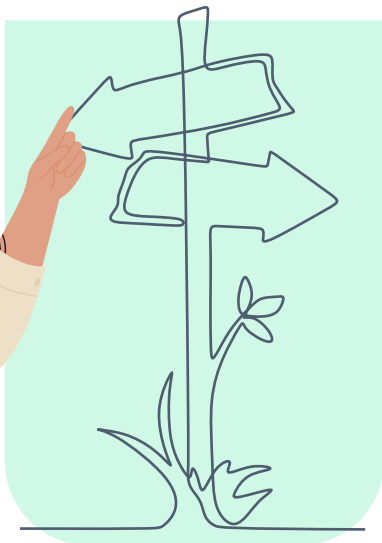
Building a sustainable consumption offer

Groupe Rocher is aware of the role it has to play as a manufacturer and distributor, and it endeavors to guide its customers towards more sustainable consumption habits. From the product offer to the end of the product's life, including promotion and sales processes, we have to provide responsible options. The Group contributes to this transformation by working on four levers: sustainable consumption offer; sustainable marketing; sustainable stores; and product end-of-life support.

More sustainable and reusable products

To offset the limited supply of resources, Groupe Rocher encourages its customers to choose sustainable and responsible products, and to facilitate reuse as much as possible.

For example, in a continuous improvement approach, Stanhome added a new label to its products in 2022: the Air Label Score*. This label guarantees indoor air quality with the best scores being A and A+.



* First international label to provide information on indoor air quality associated with cleaning products



Sustainable marketing

Groupe Rocher takes great care in designing the content of its marketing campaigns, reducing their impact, and wording its environmental claims. The brands work to promote engagement in their communication to their customers. To reduce the environmental impact of its marketing campaigns, four key ecodesign principles are applied to promotional materials at every step of their life cycle. Ecodesign standards in communication media are reflected, for example, in the choice of recycled paper or paper certified from sustainably managed forests, inks and detailing that are compatible with the recycling process (e.g. in promotional mailings), and the collection of promotional materials, gifts and mailings in our points of sale, to make sure they are recycled appropriately.

In 2022, Yves Rocher France rolled out the "Récolte Project" allowing its customers to deposit their makeup packaging in stores for recycling: 645 stores collected 72.2 tons (metric) of paper, 5.19 tons of merchandising materials and 1.04 tons of makeup packs over the year.



Sustainable retail stores

A working group was created in 2021 to look into reducing the environmental impact of the physical retail stores operated by Yves Rocher, Petit Bateau, Sabon, Flormar and Stanhome. Led by the Group's Mission & Impact Department and retail and CSR experts from each brand, the working group identified the main factors contributing to the stores' environmental impact.

As a next step, a Sustainable Retail guide was distributed to help brands implement an environmental management system (EMS) in their stores. Brands used the EMS to measure their energy and water consumption and their waste production more accurately. They were then able to implement action plans to reduce their environmental impact.

Product end-of-life support

To reduce the use of virgin resources and the destruction of finished goods, Groupe Rocher supports recycling networks and contributes to extending the life of products by donating finished goods.

Each brand has a recycling strategy for its products and packaging, with recycling instructions provided on the packaging and with in-store collection points set up for used packaging and finished goods. In 2019, Arbonne teamed up with TerraCycle™ to collect hard-to-recycle packaging from its products. Initially launched in the United States in 2021, the program has since been rolled out worldwide (Canada, United Kingdom, Poland, Australia and New Zealand).

To date, over 1.66 million pieces of Arbonne packaging have been diverted from landfill.

In application of the French anti-waste for a circular economy act (AGEC), the Group and its brands have also partnered with NGOs to donate new products. Dr. Pierre Ricaud, for instance, has done so with the French charity Dons Solidaires for many years. In 2022, more than 282,000 products were donated with the support of Dr. Pierre Ricaud employees.



"Our second-hand offer available!"
Petit Bateau store in France

Petit Bateau promotes the circular economy

In 2017, the brand launched an app to connect customers wanting to buy and sell second-hand Petit Bateau products. Ahead of its time, the project rapidly came to a close, as users migrated towards other platforms that were broader in scope. In 2022, second-hand products were available for sale at 14 retail stores in France, and the brand started trialing collection and resale operations in Japan. In France, 110,000 items were collected, of which 84,600 were sold on the second-hand market. To further develop its circularity, the brand launched a baby clothing rental service in November 2022 with over 150 products listed and a total of 3,500 items available. Customers rent the products for the amount of time they want and then return them to the brand. The items are then washed, disinfected and inspected before being rented out again.

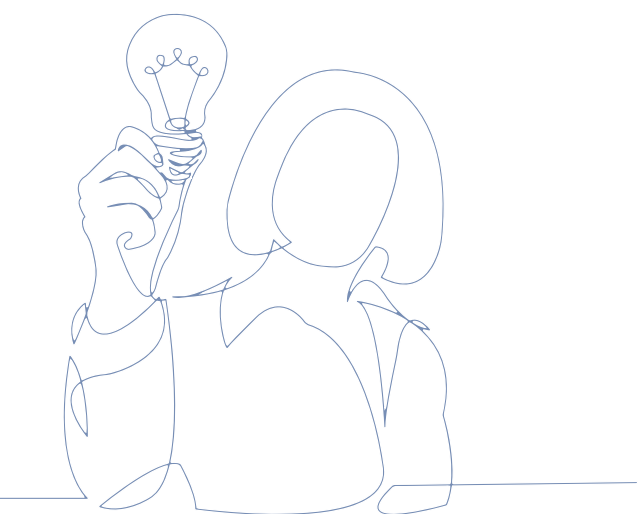
Promoting transparency

Customers are at the heart of the brands' business model. That is why Groupe Rocher hopes to work with them to forge a relationship built on trust and transparent communication. The Group puts that into practice by disclosing information on its products and services, assisting customers in their choices, listening to them carefully and fostering open dialogue.

Providing information on products and services

More and more customers want information on the products and services they buy. In its efforts to meet customer expectations, Groupe Rocher brands are moving towards greater transparency in

their communication (ingredient traceability, product composition, suppliers and contractors, product manufacturing location, certifications/labels, packaging, product use and end-of-life, etc.).



Dialoguing with stakeholders

Groupe Rocher aims to maintain its capacity for transformation by continuing to improve the way it responds to customer needs. With that goal in mind, the Group engages in open, constructive and constant dialogue with them through three procedures. The first, cosmetovigilance, for cosmetic products, and toxicovigilance, for poison risks, are both networks used to report any undesirable effects to

call centers or Group consultants.

The "sensitive question process" is a channel for representatives in each region to provide more specific answers.

Thirdly, customer complaints about cosmetic and detergent compounds are compiled to provide a more informed response and initiate the appropriate internal quality processes.

Communicating about commitments

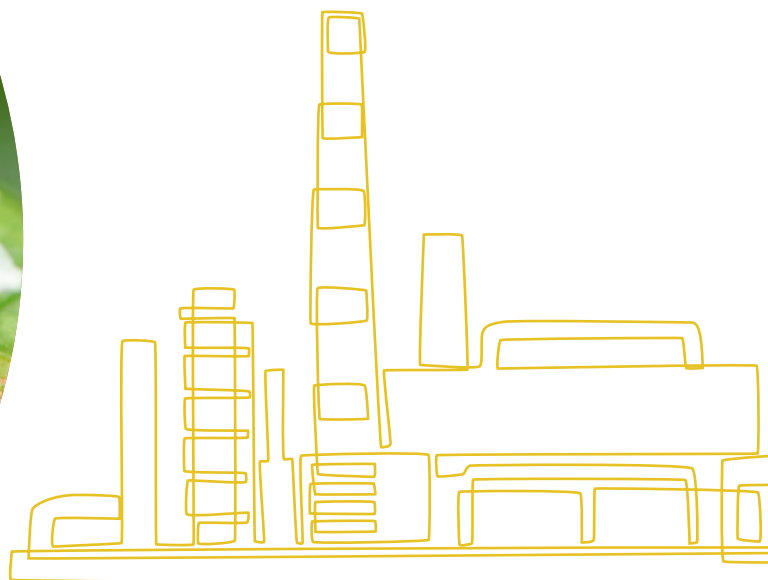
The Group and its brands communicate about their commitments to their stakeholders through various channels. By 2025, each brand aims to publish a responsibility and commitment report every year that will be available to its stakeholders,

especially its customers. For example, Arbonne produces an annual sustainability report aimed at its customers that is available in English, Spanish, Polish and French. It also publishes a B Corp certification report every three years.





ACTING TO
CONSERVE
BIODIVERSITY
AND PROTECT
LIFE



Leading the way

Groupe Rocher supports an approach that is resource-efficient and respectful of natural ecosystems.

In 2010, the Group drafted its first Biodiversity Policy focused on protecting nature throughout its value chain. This policy was updated in 2021 and emphasizes playing a role of ambassador as well as acting responsibly.

Play a role of ambassador

Groupe Rocher promotes more frugal behavior, for the benefit of all its stakeholders, to avoid impacting natural environments. For this reason, the Group regularly speaks out about biodiversity and funds applied research programs by offering its support to scholarships, awards and the like. It is moreover involved in experimental programs to test agroecological practices in the regions where it is active, such as La Gacilly in Brittany.



Act more responsibly

Groupe Rocher encourages its businesses to adopt more desirable, efficient and minimalist behaviors with strict standards for biodiversity. Its focus is on three areas of action.



SOURCING OF PLANT-BASED RAW MATERIALS

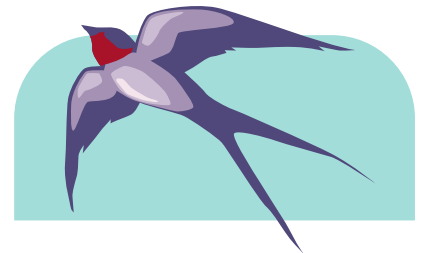
Groupe Rocher sets strict rules for its supply chains in terms of sourcing plant-based materials to limit social and environmental impacts.

(See page 22.)



PROTECTION OF LIVING SOIL

The Group tries to limit soil sealing wherever possible on sites by using an internally developed soil protection index modeled after CBS+ (biotope area factor), created by ADEME*, and Ecopotential (biodiversity potential factor), developed by Bruxelles Environnement. After an initial test phase, the index was rolled out at Group sites in 2022.



RESPONSIBLE SITE MANAGEMENT

Biodiversity management plans are mapped out and deployed to reduce the environmental impact of each manufacturing, farming and office site. In addition, six Groupe Rocher sites in Brittany are assessing an ecological quality index for wildlife refuges created by Birdlife France. This program is conducted every five years to raise awareness about biodiversity, implement management practices that are respectful of biodiversity and better integrate sites into their surrounding region.

* French environment and energy agency

Fighting climate change

The world needs a successful global energy transition to win the battle against climate change. With the 2015 Paris Agreement, 195 countries pledged to reduce their greenhouse gas (GHG) emissions in order to keep the Earth's temperature rise below 2°C compared with measures from 1870. To contribute in its own way to that goal, Groupe Rocher has built a low-carbon strategy around the principle of energy efficiency.

Governance, mission and impact

Groupe Rocher's program to adapt to climate change encompasses low-carbon solutions and energy transition, i.e. scaling back its energy consumption and improving the carbon impact of its manufacturing processes. The Group's two main areas of action involve reducing

its direct emissions (Scopes 1 and 2) and its indirect emissions (Scope 3).



The Group set a target to reduce its Scope 1 and 2 greenhouse gas emissions by 50% in absolute value between now and 2030 compared with 2010 levels. In 2022, the Group also worked on defining quantified Scope 3 reduction targets.

REDUCE RELIANCE ON FOSSIL FUELS

To track its progress towards its carbon goals, Groupe Rocher monitors its Scope 1 and 2 GHG emissions and conducts an annual GHG emission assessment. Between 2019 and 2022, Groupe Rocher lowered its Scope 1 and 2 GHG emissions by 31%.

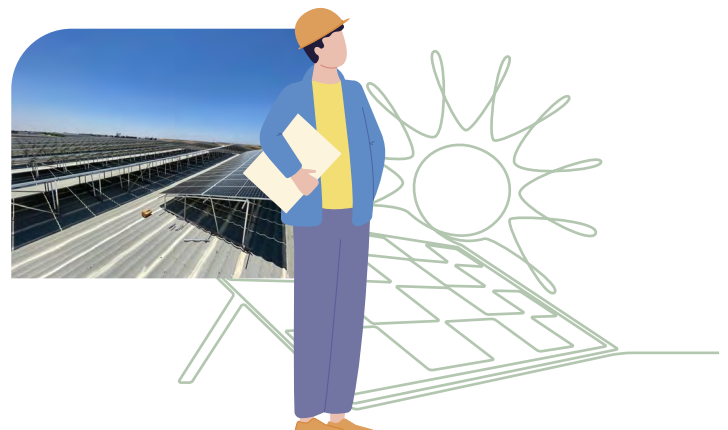
Each site uses an environmental management system (EMS) to identify and implement solutions to reduce its energy consumption. Every year, the Group invests in more energy-efficient equipment or new industrial processes to optimize energy consumption at its manufacturing facilities and offices.

Additional measures, such as limiting the use of heating, air conditioning or lighting, were taken at all sites in 2022 to offset rising energy costs. The Group ended up reducing its energy consumption by 16% over the year.

INCREASE THE SHARE OF RENEWABLE ENERGY

Groupe Rocher is increasing its share of renewable energy by either working with renewable energy suppliers or installing special equipment at its sites (solar panels, wood boiler, etc.). Since January 2017, 100% of the electricity used at the Group's sites in France was produced by renewable energy sources, covered by certificates of origin.

One key initiative was the installation of a heating network connecting the wood boiler at the La Croix Des Archers logistics facility with the Les Villes Geffs site in La Gacilly, Brittany, which increased the share of heat produced by renewable energy sources at the site by 45%.



REDUCE INDIRECT EMISSIONS

Indirect emissions account for the vast majority of Groupe Rocher's total emissions. The Group set reduction targets for its five main sources of Scope 3 GHG emissions in 2022, detailed below.

Reduce the impact of the Group's products

See "Reducing our environmental impact and promoting circular economy" (p.32-33).

Promote ecodesign and natural ingredients used in cosmetic formulas

See "More responsible products" (p.20-21).

Reduce the impact of transport

A working group was created in 2022 with employees from the Transport, Purchasing and CSR departments of the Group's brands. Its goals were to measure the carbon footprint of transport (upstream, between sites, and downstream) and identify ways to improve this impact. Following an initial assessment carried out in 2022, the project will continue in future years to track the implementation of the levers for improvement.

Reduce the impact of retail activities

In 2022, the collaborative project continued between the Group's brands to roll out an environmental management system (EMS) for the international retail network, which would allow each store to define and implement its own areas for improvement. Actionable measures to reduce energy consumption continued to be implemented over the year, including the installation of LED lighting. At end-2022, 77% of the Group's stores had been equipped with the technology.

Reduce the impact of digital activities

See "Towards responsible digital tech" (p.34).

Groupe Rocher has opted not to participate on the voluntary carbon market. For many years, the Group has instead concentrated on limiting its absolute carbon footprint, without buying "carbon credits" to offset its emissions. However, Groupe Rocher believes in the importance of implementing a policy to contribute to global carbon neutrality, by protecting natural carbon sinks through its Biodiversity Policy, and in particular as sponsor of the Yves Rocher Foundation, which works on developing agroforestry, forest restoration and natural regeneration, and on promoting civic engagement through biodiversity awareness actions.



3 QUESTIONS to Marion Decroix – Sustainability & Quality Director – Groupe Rocher



Can you tell us about the project La Gacilly, Low-Carbon Territory?

To contribute to meeting the global goal of the Paris Agreement, the Group has endeavored to cut its direct emissions over the past few years by working towards a rapid and profound transformation focused on reducing the Group's global carbon footprint. Our aim at La Gacilly is to lower our Scope 1 and 2 greenhouse gas emissions by 75%, power our facilities exclusively with renewable energy, and educate all our employees about the importance of a low-carbon strategy by 2025.

What action are you taking to reach those targets?

By identifying the activities that contribute most to our carbon footprint, we've come up with a holistic project led with our employees along with a vast network of local partners (authorities, businesses, non-profits, producers and farmers). The concrete measures we are taking are fully integrated into the local ecosystem and cover five areas of action: low carbon transition and energy transition, sustainable and local wood supply, responsible mobility, organic and local food, and responsible digital tech.

What investments has the Group made so far in this project?

Many significant investments have been made since 2009, such as the installation of wood-fired heating as an alternative to natural gas at our La Croix des Archers and La Villouët sites. Since we set up a new heating network in January 2023 connecting it to La Croix des Archers, Les Villes Geffs is now heated using 45% renewable energy. Our goal for 2025 is to reduce our energy needs and be powered with renewable energy at our 14 infrastructure facilities in the region of La Gacilly (warehouses, Maison Yves Rocher, hotel, restaurants, etc.).

Reducing our environmental impact and promoting circular economy

Groupe Rocher's commitment in an overall ecodesign strategy shows through in the economic use of raw materials, water conservation programs and improved waste management. This continuous respect for nature guides the research teams of all of the Group's brands. Maintaining their focus on environmental protection, the brands deeply believe that their products should be available to all, without compromising on safety or quality.

Limiting plastic

Reducing the use of plastic is a fundamental part of the Group's Ecodesign Policy. A specific strategy was developed for each brand to decrease plastic use, reinforced with ambitious goals to reach by 2030.

For several years, voluntary targets to improve ecodesign of the materials used significantly lowered the weight of packaging. Then, in 2019, the brands initiated new, clear commitments,

which were approved in 2020. Each personal care and cleaning brand has set targets looking at 2025 and 2030. They have been grouped into four goals: reduction, reuse/reconditioning, recyclability and introduction of recycled products. An educational program was also implemented to help employees understand and adopt the Ecodesign Policy.

In 2022, the Yves Rocher brand removed plastic film from its fragrance packaging, saving **14 metric tons** of plastic per year* !



76% of the paper and cardboard used for packaging is certified from sustainably managed forests by the FSC and/or PEFC label.

* Based on the 2022 production of Yves Rocher fragrances

Saving water

Water is an essential resource for the production and use of products available from Groupe Rocher brands. But as a resource, water is facing bigger and bigger threats. That is why the Group's Water Policy is aimed at manufacturing products that respect this resource and at managing it responsibly at all sites, while encouraging its suppliers and contractors to do likewise. Its target is to reduce industrial water consumption by 30% by 2030, compared with a 2019 baseline.

For example, Flormar's production plant implemented a wastewater collection system that saved 90 cubic meters of water every month. At Arbonne, the head office and distribution center in California installed irrigation systems and low-flow fixtures. In addition, the manufacturing facility introduced innovative water recycling technology to its batch cleaning processes for tanks, saving over 210 cubic meters of water in 2022. On a constant structure basis, the Group cut its water consumption by 22% compared with the 2019 baseline.

Managing waste

More centralized waste management was implemented across the Group's sites in Brittany to try to introduce shared solutions that would reduce the amount of waste and the impact of transporting it, and to develop sorting chains.

The Zero Waste project initiated by Flormar in 2022 reduced waste produced by its manufacturing operations by 54% for plastic waste and 28% for contaminated waste. This success resulted in Flormar's production plant and logistics center achieving Zero Waste certification from the Turkish Ministry of Environment.



In 2022, a total of

89%

of the Group's waste was recovered, recycled or reused, reducing the amount of waste by

8%

compared with 2021 and by **26%** compared with 2019.

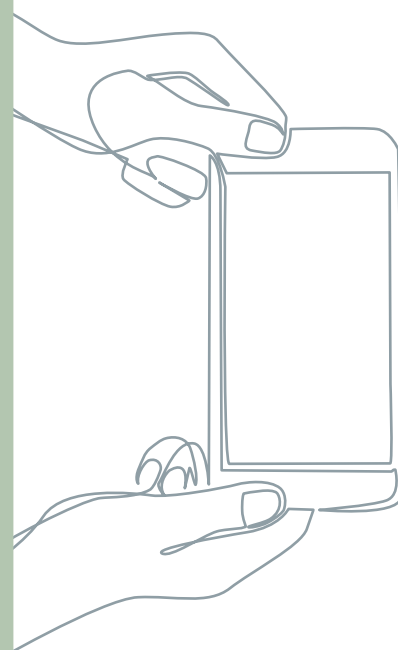


Towards responsible digital tech

The IT Services Department at Groupe Rocher believes that careful management of digital technology is essential in fighting climate change. Accordingly, it defined a Responsible Digital Tech Policy in 2020. The team in charge of digital stewardship leads the implementation of this policy and a network of ambassadors within the Group is trained and tasked with translating it into day-to-day action. This resulted in a number of digital sustainability initiatives being taken in 2022.

The Groupe Rocher Technology Solutions (GRTS) team is gradually supplying employees with refurbished smartphones: 10% of all company smartphones were refurbished devices as at end-2022, with a target of 40% by the end of 2023. Repairs and the circular economy are prioritized over systematic recycling. In 2021, 84% of computers were repaired and sold second-hand.

A CSR Technology Scorecard was created in 2021, so that any new IT project would be prepared in accordance with responsible digital technology commitments. In 2022, 28 of the 34 IT projects launched by GRTS were rated using this scorecard.



ENGAGING OUR PARTNERS AND STAKEHOLDERS



Leading the way **towards a new economy**

Groupe Rocher works with partners who share the same values and embrace its corporate purpose. These partners may be suppliers, service providers, non-profit, governmental or non-governmental organizations, higher education institutions, or certification bodies. The Group discusses issues with them and develops responsible, sustainable relationships throughout its value chain. Also acting as sponsor, it encourages its brands to build a strategy of philanthropy that ties in with their own corporate purpose.

Sustainable purchasing and supply chains

The Group has adopted a sustainable purchasing model and hopes to develop balanced, lasting relationships with its suppliers.

In today's environment of resource scarcity, more fragile and complex supply chains, together with rapidly changing consumer habits and regulations that require more responsible behavior, Groupe Rocher emphasizes sourcing and supplier selection and management as key strategies for meeting its CSR commitments.

In keeping with these commitments, in 2021 Groupe Rocher's Purchasing Department formally drew up "Source", a sustainable purchasing policy that will set it on a path of sustainable, holistic action for the years to come. Its objective is to create value for consumers, while bringing them sustainable solutions with limited social and environmental impacts, as well as ensure that purchases comply with risk management requirements.



Implementing the Duty of Vigilance

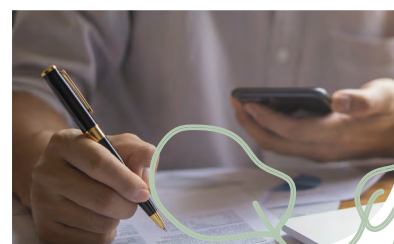
France passed its Duty of Vigilance Law in 2017. Since then, all of the Group's subsidiaries have implemented processes to comply with the law, by analyzing supplier risks and monitoring their CSR practices. In 2022, 355 suppliers, or 67%

of all of the Group's suppliers assessed by EcoVadis, improved their rating after reassessment. This progress reflects the gradual improvement in their performance on social and environmental issues.

Rolling out a Supplier Code of Conduct

To secure its suppliers' commitment to ethical and responsible practices, the Group drew up a formal Supplier Code of Conduct in 2021. Each Group supplier is asked to sign it and ensure that these commitments are understood and taken into account. The Group aims to cover 80% of the Group's procurement spend by 2025.

To raise awareness about the importance of these issues, virtually all Purchasing employees and over 600 suppliers were trained in 2022 on the subjects covered in the Supplier Code of Conduct.

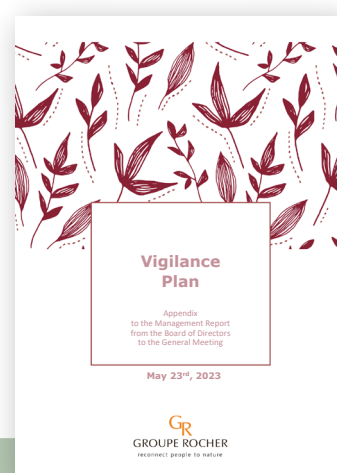


100% of procurement spend

was covered by the Duty of Vigilance risk management process in 2021.

76% of procurement spend

was covered by the Supplier Code of Conduct in 2021.



What is France's Duty of Vigilance Law?

The French law on Duty of Vigilance is pioneering legislation. It requires French multinationals to define, disclose and implement adapted measures to identify risks and prevent violations of human rights, fundamental freedoms, personal health, safety and environmental guidelines.

Advocating for a reconnection **with nature**

To collectively support Groupe Rocher's mission to reconnect people to nature, each Group brand defines its own mission to contribute to the Group's mission. Brands are encouraged to engage their communities in support of environmental issues relating to the Group's corporate purpose, especially through sponsorship programs.

Adapting the Group's mission to each brand

All Group brands are currently working on defining their environmental mission as it relates to their identity, business model, material challenges and countries of operation. This mission is distinct from the CSR strategy as it takes a longer-term perspective and upholds an environmental vision that promotes the common good and extends beyond financial goals, external commercial factors or internal organizational changes.

Taking action through philanthropy and sponsorship

In the Group's belief that being connected to nature is a source of joy and well-being, the Sabon brand has made it its mission to bring this connectedness to its communities, especially those with little access to nature. That is why Sabon pledged to create Gardens of Wonder in places where people lack opportunities to enjoy nature. Three gardens were built in 2022. Two of them, both built in partnership with the non-profit VeNatata, are in Israel (one in a housing complex for adults with autism and the other in a rehabilitation center for accident victims). Another garden opened in Hibiya Park in Tokyo, Japan.

Sabon aims to extend this collective action program to all its sites worldwide and to grant all its employees one day per year to volunteer in these initiatives.

In 2022, Groupe Rocher donated €8.56 million to sponsorship programs as part of its mission to reconnect people to nature and of the specific missions undertaken by its brands. In all, 52% of the sponsorship programs focused on the environment, 31% on social initiatives, and 17% on diverse causes, such as the Photo Festival in La Gacilly.



FOCUS: PHOTO FESTIVAL IN LA GACILLY

Created in 2004, the La Gacilly Photo Festival invites guests on an immersive photographic experience featuring a walk through some 30 open-air galleries graced with contemporary photography, which questions our relationship with our world and with nature. In tune with its times, the festival challenges, criticizes, surprises and reassures, while offering sources of hope. The message is clear. To live in harmony with oneself and with nature, people must engage in a sustainable relationship with the Earth. As a counter-reaction to socially and ecologically destructive production methods, the Photo Festival in La Gacilly promotes living together in harmony, a calm open-mindedness towards others, a fulfilling lifestyle and a virtuous economic model.

Green Impact Index: improving how we measure the social and environmental impact of products



Groupe Rocher participates in the initiative of the Green Impact Index (GII) Consortium that aims to develop the first guide on displaying the environmental and social impact of personal care, family health and well-being products, and nutritional supplements. This tool is designed for all companies, from SMEs* to large multinationals.

Similar to the NutriScore, which rates nutritional value on a scale from A to E, this methodology will help consumers make informed choices about their personal care and well-being products, with full knowledge about their impact. The methodology was developed under the



aegis of AFNOR by 120 participants from 26 organizations, ranging from small businesses to major international groups and including suppliers, independent design firms and an academic institution. The GII is the first index of its kind for the personal care, fragrance and nutraceutical industries.

Groupe Rocher is committed to developing more sustainable products and services for its brands and improving transparency with its customers.

To find out more, see “3 Questions to Pascale Cochet”, page 23.



3 QUESTIONS to Clara Skoglund – CSR Mobilization and Advocacy Manager – Groupe Rocher



Why does Groupe Rocher have an advocacy strategy?

Advocacy is an external influence strategy used to defend one or more causes and effect social change. It involves ongoing, combined efforts that aim to improve policies, practices, ideas and values. This is how Groupe Rocher strives to engage other external stakeholders in supporting its environmental mission to reconnect people to nature and in embracing its CSR goals. For example, we have opted not to participate on the carbon market and to instead reduce our carbon footprint at the structural level, without buying “carbon credits”.

How does Groupe Rocher interact with other external stakeholders?

We develop and strengthen a continuous relationship with many external stakeholders to give us the capacity to transform, ask the right questions and innovate. We interact with these stakeholders to assess and share contributions. That's why we're involved in the Green Impact Index Consortium alongside other companies from our industry, such as the Pierre Fabre Group. We also participate in working groups to join forces in building a more sustainable framework. For example, we are members of several working groups and of the Board of the French Federation of Beauty Companies (FEBEA) to look at issues such as the environment, water and biodiversity.

What types of external commitments has Groupe Rocher made?

At both Group and brand level, we are involved in several initiatives with all types of networks to assert our values. For example, we signed the French National Pact on Plastic Packaging (part of the Ellen MacArthur Foundation's Plastics Pact Network). The CSR Director of Petit Bateau is a member of the College of Sustainable Development Directors (C3D), which creates synergies to accelerate change and maximize our collective impact. And the Sustainable Impact & Transformation Director at Yves Rocher was sponsor to the 2022 cohort of Pépites Vertes, a club that brings together young employees and trains them to acquire the skills needed for the ecological transition.

***“Our mission compels us
to do more than make promises.
It compels us to keep them.”***

- Bris Rocher -
Chairman of Groupe Rocher

