

The background of the top half of the page is a teal-colored image showing crumpled plastic, likely a recycling bag, with a bright light source creating a circular highlight in the upper center.

COMMITMENT REPORT

2023 CSR ESSENTIALS



GROUPE ROCHER

reconnect people to nature

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AN INTERNATIONAL GROUP COMMITTED BY NATURE

For more than 60 years, Groupe Rocher has been creating and selling products that respect citizens as much as their environment, without compromising on quality or effectiveness. Over the years, the Group has grown by setting up and acquiring companies that share the same commitment to society, sustainable performance and the planet. Today, the Group's brands make it an international industry force in beauty and well-being, homecare, and clothing.



3 questions to **Marie Marache**,
Mission & Impact Director,
and **Jean-David Schwartz**,
Chief Executive Officer of Groupe Rocher

Is CSR* a compass in a complex and uncertain world?

JDS Our business models must evolve both to keep pace with our customers' expectations and to act within planetary boundaries. CSR is the implement that guides our way forward and defines a framework for understanding these challenges and taking action to meet them.

MM Our hope is that this Commitment Report will encourage people to come up with the same response to the complexity and uncertainty: engage our employees in our mission, encourage more sustainable consumer habits, preserve the beauty of our environment and build a community with our stakeholders.

How is CSR the most powerful driver of transformation at Groupe Rocher?

JDS For a long time now, Groupe Rocher has not considered CSR a forward-looking catalyst for change. It is part of the daily process for making strategic and operational decisions. To become the main driver of transformation, CSR should also work towards generating revenue. The goal is clear: €1 of revenue must equal €1 of positive impact. That is how CSR can hold true transformative power.



€ 2.2 BILLION

in revenue
of which 61% in Europe

15 296

EMPLOYEES

of which 81% women

49% WOMEN

on brands and departments
management committees

**A SALES TEAM MORE
THAN 1 MILLION
STRONG**

ACTIVE IN 118 COUNTRIES

**98.99% FRENCH
FAMILY-OWNED**

MM The strength of our Corporate Social Responsibility also lies in its potential to encourage innovation and sustainable solutions to meet current and future challenges. By incorporating CSR into its strategy, our Group is honing its ability to adjust to economic, social and environmental change. At Group and brand level, our CSR is a powerful driver for building resilience and maintaining our ability to adapt quickly, while giving meaning to our activities.

“Every day, our employees see the sincerity and consistency of our commitments. Their recognition is a source of immense pride!”

Marie Marache

What is your biggest source of pride regarding your CSR goals in 2023?

JDS Through our annual employee engagement survey in 2023, our employees once again ranked our Group's CSR goals as their top motivating factors.

MM Every day, our employees see the sincerity and consistency of our commitments. Their recognition is a source of immense pride!



STANHOME

 **arbonne.**



A PIONEERING MISSION-DRIVEN COMPANY

By becoming a Mission-Driven Company in October 2019, Groupe Rocher set in stone its view of the company model as a sustainable ecosystem in which value creation and humanist ecology interact. As the first international company to acquire this status, introduced by French law, the Group has clearly stated its intention to make a concrete commitment that goes beyond the objective of earning profits.



A word from **Céline Orjabin,**
Member of Groupe Rocher's
Mission Committee
& Chair and CEO of My Little Paris

When things are complex and uncertain, doubts may arise. What is the point of being a Mission-Driven Company?

My answer is that the mission shows the way forward through geopolitical crises, natural disasters and economic challenges. It is a compass for a company, which, like Groupe Rocher, has made a commitment to staying the course since it was founded in 1959.

« The mission shows the way forward through crises, it is a compass for Groupe Rocher. »

The Group's mission, to reconnect people to nature, brings to mind a quote from the economist Daniel Cohen: *"We should not make a distinction between thinking and action. (...) We should start living differently, even if the first steps are symbolic, to learn about a world that has yet to be invented. We should feel not only sadness about the world that is disintegrating, but also joy for the world that is possible."*

OUR PURPOSE

By tying in human destiny with nature, Groupe Rocher's purpose provides its stakeholders with a positive outlook into a future that they want to build together. This long-term goal determines the meaning of their action.

RECONNECTING PEOPLE TO 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 its communities to nature. This purpose comes to life in experiences, services and products that enhance well-being through the gifts of nature. For this reason, the company attaches importance to its family-owned business model, designed to develop a sustainable ecosystem in which wealth creation, frugal innovation and humanist ecology interact." Corporate purpose of Groupe Rocher – incorporated into its bylaws since October 2019.



THE THREE OBJECTIVES OF OUR MISSION

To fulfil its mission towards the common good, Groupe Rocher educates its stakeholders about nature to get them to take action.

1 Promoting and providing nature experiences aimed at its stakeholders, through a range of activities designed to help them feel the connection with nature and raise awareness of nature's challenges and opportunities to experience it.

2 Educating on nature issues through trainings and programs that help our stakeholders to understand and nourish their capacity to act in favor of nature.

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





NEW GOVERNANCE

In line with the best governance practices of international groups, the role of the Chairman of the Board of Directors of Groupe Rocher is to define and support our strategic vision and our status as a Mission-Driven Company over the long term.

The Executive General Management is responsible for ensuring the operational business management and the implementation of short- and medium-term strategy.

The aim of applying Corporate Social Responsibility (CSR) as one of the driving forces behind the Group's transformation is reflected at every level of the organization. The Group's Mission & Impact Department oversees implementation of CSR strategy as defined by the Group's Executive General Management.

The Mission Committee checks the allocation of resources and consistency of the Group's strategy with its mission.

Each department and each brand have a CSR Sponsor, who is supported in the field by operational CSR Leaders and local CSR correspondents.

Also, by creating an Audit and Risk Committee in 2021, the Board of Directors ensures that environmental and social risks are integrated into the CSR policies of the Group and its brands.

A 2030 STRATEGIC PLAN

In 2022, Groupe Rocher initiated a transformation requiring adaptations to its organizational structure to improve profitability, meet its financial commitments and prepare for the future. The reorganization process began in 2023 and is continuing in 2024.

OUR FOUR CSR PILLARS

EMPLOYEES

Empower our teams to act upon our mission

- Culture
- Safety and well-being
- Recognition
- Belonging
- Development
- Self-fulfillment

CLIENTS

Develop products, services and consumer habits that are more respectful of nature

- Ecodesign
- Sustainable consumption
- Transparency



ENVIRONMENT

Support responsible innovation and preserve biodiversity

- Biodiversity
- Carbon / Plastic / Water
- Responsible tech

COMMUNITIES

Engage our stakeholders by our side

- Sustainable procurement
- Community impact
- Strong roots in regions



ENGAGING OUR EMPLOYEES IN OUR MISSION

As a symbol of life ever changing, the tree perfectly illustrates our employee model, *Groupe Rocher People*, a living concept in perpetual motion. Its roots stretch deep and represent the culture of accountability, daring and high standards. These roots underpin and fuel our commitment to becoming an even better company for the world.



GROUPE ROCHER

People

OUR PEOPLE MODEL

A word from **Jeanne Renard,**
People & Mission Director of Groupe Rocher



Can you tell us more about *Groupe Rocher People*?

Groupe Rocher People is our new employee model, which can be adapted to all our activities worldwide. It covers individual rights and duties and the necessary changes in our collective culture (see opposite). This model also meets three requirements: to target our employees' needs to cultivate their commitment, to adapt our organizational structures and operating methods to the company's strategy, and to integrate social innovation into our practices. What is our long-term goal? Develop greater employability and well-being for our people and more sustainable performance for our company.

How should this employee model be implemented in our context of transformation?

In our current context of frugality, *Groupe Rocher People* projects will be launched based on our strategic priorities and our investment capacity. 2024 and 2025 will be focused on adapting our organizational structure and operating methods to contribute to re-balancing the Group's profitability and consolidating more sustainable business models. For example, we will be rolling out a new management approach, an overhauled performance management cycle, our Diversity & Inclusion program and a test project in France, "Working healthy".



GROUPE ROCHER

People

CULTURE

Transform the corporate culture and expected behavior at the Group to meet strategic targets.

SAFETY AND WELL-BEING

Implement actions to prevent and measure accidents, psychosocial risks and other safety issues.

RECOGNITION

Develop a shared framework of recognition practices (monetary and non-monetary) within the Group through management, compensation and communication tools and methods.

BELONGING

Respect differences and develop the sense of community and belonging to the Group.

DEVELOPMENT

Enhance employability through skills development, career paths, mentoring, and role plays.

SELF-FULFILLMENT

Give meaning to each individual's contribution in their everyday tasks, to have an impact on the company's performance, understand and act to support the mission of the Group and its brands.

SHARING A CULTURE OF ACCOUNTABILITY

Built on high standards, our respectful and bold corporate culture is the basis of Groupe Rocher's people model. Our unique expertise, know-how and skills are like the roots of a tree. Each of us can draw on their vitality to grow and achieve our goals within the Group.

ONE ETHICS SYSTEM, TEN PRINCIPLES

Profitability is not just about business and finance. It can also be measured through Groupe Rocher's commitments to its employees. Our commitments take the form of ten principles of accountability, enabling us to surpass legal requirements. These principles are deployed at all our sites worldwide.



THE OKR METHOD (OBJECTIVES AND KEY RESULTS)

We began deploying the OKR performance management methodology mid-2023. This framework helps us in defining and meeting our goals in a clear, measurable and effective way. Our managers align these OKRs with each Group department and brand, enabling us to steer towards our transformation objectives for the years to come: profitability, desirability, commitment.



ENSURING THE HEALTH, SAFETY AND WELL-BEING OF OUR EMPLOYEES

Work place health, safety and well-being are essential conditions for all our employees worldwide. Groupe Rocher pledges to build a strong collective despite the complex and uncertain context.

Whether our action is concrete (work place accident prevention, reduction of arduous work, ergonomics, etc.) or more intangible (counseling and assistance helpline, work-life balance, etc.), we attach the utmost importance to ensuring that each employee can achieve personal fulfillment and goals.

78%
OF EMPLOYEES

have a positive opinion about work place safety*

660
MANAGERS

trained in detecting signs of a decline in work place well-being

160
WORK PLACE ACCIDENTS

across all Group's sites (up 54% from 2022): rethinking the work place accident prevention plan is a priority in 2024 to improve the safety of all our employees.

* 2023 Groupe Rocher annual engagement survey



HELPING PEOPLE GROW

The success of our Group's mission depends on the success of our employees. That is why we endeavor to foster their personal and professional growth. This commitment is primarily reflected in our efforts to listen carefully to them concerning their career goals.

FOSTERING EMPLOYABILITY THROUGH TRAINING

8.49

HOURS OF TRAINING

were delivered on average to all the Group's employees in 2023

62%

OF TRAINING SATISFACTION RATE

of the Group's employees (up 2 points from 2022 / 7 points higher than the reference panel)

**MORE THAN
500**

EMPLOYEES

trained in artificial intelligence (AI)

ENCOURAGING PROFESSIONAL ADVANCEMENT

8.25%

MOBILITY RATE IN 2023

INTERNAL MOBILITY

30%

OF VACANT POSITIONS IN FRANCE FILLED

by the Group's employees that were available on internal mobility

47%

OF EMPLOYEES FEEL POSITIVE

about their opportunities for career and professional advancement

BETTER DEVELOPING TALENT

HR (Human Ressources) strategy and tools were redefined in 2023 to better identify and develop the talent of each employee. This examination around key competencies for the present and the future of Groupe Rocher is continuing in 2024 and will be completed in 2025.

BUILDING A COLLECTIVE WHERE EVERYONE HAS A PLACE

The sense of belonging is the expression of attachment and recognition felt by employees towards their employer. It can be instilled mainly through respect. The point of doing this is to set the stage for constructive social dialogue so that each individual can identify where they stand within a collective that promotes gender equality, diversity and inclusion.



BUILDING ENGAGEMENT

In 2023, our employee engagement rate was 66%, i.e. 1 point lower than in 2022 but 6 points higher than the reference panel.



OPENING TO ALL HORIZONS

In 2023, 74% of employees expressed a positive opinion on respect of diversity and differences within the Group. That is 10 points higher than in other sector industries. Some 300 employees learned about disability at our French sites, and nearly 400 Stanhome managers were trained in inclusive management. These are two examples of how this commitment to giving everyone a place has been put into motion.



WORKING TOWARDS EQUALITY

Three women joined the Group's Executive Committee in 2023, bringing its female representation to 27%. The goal is to have 50% women and 50% men on this committee by 2030. A study reported that, in France, salary adjustments were made for certain women, enabling the Group to achieve a score of 93 over 100 on the French gender pay equality index. As another concrete example of our commitment to gender equality, Groupe Rocher Opérations and Yves Rocher France joined the #StOpE initiative against everyday sexism in the work place. This program will be rolled out in 2024.



FACILITATING SOCIAL DIALOGUE

In 2023, the HR teams launched an awareness and information campaign to encourage employees to participate in and run for the Group's professional elections. The aim is to set the stage for constructive social dialogue that respects union rights in France and in more than a hundred countries where Groupe Rocher operates.

FOSTERING THE FEELING OF SELF-FULFILLMENT



Along with our Group's current transformation and reinvention of its business model, we want our employees to play a part in these changes.

The satisfaction of meeting challenges and the confidence that they have given their best are essential for our teams, to make an active contribution to the Group's transformation. To achieve that, we encourage, train and inspire each employee to take action, whatever their job, responsibilities or length of service.

NEARLY

8.000
EMPLOYEES

(52% of the workforce) participated in environmental awareness initiatives (*Nature Academy*, *Climate Fresk*, talks and webinars, etc.) or nature experiences (planting activities, permaculture, outdoor sports, waste collections, etc.) on 43 sites in 2023

4.7/5

SATISFACTION RATE OF EMPLOYEES

who experienced the *Nature Academy* program

165

EMPLOYEES

participated in a *Climate Fresk* workshop in France in 2023

TARGET OF

100 **EXPERTS/**
YEAR

trained in sustainability stakes related to their scope of operations (sustainable procurement, ecodesign, inclusive management, etc.), target reached in 2023!

MORE THAN

2.300
EMPLOYEES

trained in *CSR Essentials* with a satisfaction rate of 4.5/5

TRAINING EVERYONE IN CSR ESSENTIALS!

The Group's CSR strategy is only effective if it is understood and shared by all our employees. That is why we developed our own in-house training modules on Group and brand CSR stakes. They are designed to strengthen the understanding of our principles and practices, and to inform employees about our status as a Mission-Driven Company, our CSR strategy, our company's transformation and the CSR commitments of our brands such as Yves Rocher, Sabon, Stanhome and Petit Bateau!



Launched in 2020, the *Nature Academy* is a program for all our employees to raise their awareness about nature. It includes a walk to reconnect with the natural environment and a collective intelligence workshop to find solutions to biodiversity crises. The aim is to incorporate the *Nature Academy*, which combines an immersive experience with theoretical learning, into the onboarding program for each Group's employee by 2025.

EXPRESSING RECOGNITION TO OUR EMPLOYEES

Groupe Rocher is changing its employee recognition practices to improve the way it rewards them for their engagement, promotes their skills and celebrates their performance.

In 2023, focus was on reviewing compensation packages within the Group, to check that they are aligned with the market and to resolve any unjustified salary differences.

In the end, 26 experts from the Group HR Department rated more than 200 positions.





ENCOURAGING MORE SUSTAINABLE CONSUMER HABITS

At Groupe Rocher, we do not view people only as consumers. We see also citizens. We help them make conscious decisions, based on transparent information, to choose the products they need as a way of making an impact every day. This is our approach, and it includes everyone: whether they are a regular at our Yves Rocher institutes, a Stanhome customer or a baby in a Petit Bateau bodysuit!



OUR PRODUCT LIFE CYCLE: ASPIRING TO A MORE VIRTUOUS CIRCLE

Groupe Rocher endeavors to minimize the impacts of its products throughout each step of their life cycle. From product design to end of life, our Group comes up with innovative solutions to have the smallest possible footprint on biodiversity, climate and resources.

RAW MATERIALS

In 2023, 96% of Petit Bateau cotton thread were certified and organically farmed, while meeting our customers' quality standards.

The list of ingredients not authorized by Arbonne, which has banned more than 2,000 common ingredients, allows the brand to prioritize innovation using plant-based ingredients.

MANUFACTURING

A new cleaning process at the Villes Geffs site in La Gacilly saves 15,000 cubic meters of water per year during the manufacture of body care and other personal care products.

In 2021, the Sabon cosmetics production site in Israel invested in a new reverse osmosis water purification system, improving its efficiency by 60%.





END OF LIFE

In 2023, Petit Bateau collected 142,000 second-hand articles in France, selling 90,000 of them online and in shops.

Flormar's production site and logistics center achieved Zero Waste certification from the Turkish Ministry of Environment in 2022.

USE

In 2023, the Stanhome Brand ran additional performance tests to demonstrate that its *Degreaser* liquid dish soap effectively removes grease even with cold water (see page 25).

The Dr. Pierre Ricaud Brand updated all of its online product information pages in 2023 to improve transparency for its customers (composition, percentage of natural ingredients, waste disposal, etc.).

DISTRIBUTION

In 2023, Petit Bateau's Retail Department installed an energy monitoring tool in its 138 European stores to detect and correct any abnormal energy use.

Also in 2023, the Group's transport teams optimized truck fill rates for deliveries to Yves Rocher stores in Marseille and Bordeaux, reducing the number of departures per week from ten to six. Total savings over the year: 200 fewer trucks on the road and 200 metric tons of CO₂ equivalent avoided.



EMBODYING AN ECODESIGN CULTURE

Each of our brands develops the sustainability of its products by implementing ecodesign practices. Ecodesign takes an global approach to reducing the environmental impact of products throughout their life cycle, from raw material sourcing to end of life.



A word from **Sébastien Duprat de Paule**,
**Director of Natural Ingredients
Research, Innovation & Development
of Groupe Rocher**

Ecodesign starts with choosing ingredients that have an improved and limited environmental impact, while providing customers with quality, effectiveness and an appealing sensory experience. To achieve all that, our Group prioritizes botanical ingredients, to create highly natural products, and guarantees that each ingredient is useful. A strict charter excludes controversial substances from our formulas, in favor of formulations with a minimal impact on the planet, both in terms of production and the future of the environment.



A word from **Pascale Cochet**,
**Director of Human and Environmental
Quality & Safety of Groupe Rocher**

Consumers are right! We need to act better and faster. That is why Groupe Rocher developed the Green Impact Index with other companies. This tool assesses the social and environmental impact of our products and displays their score. This ecodesign approach, under the aegis of the French certification organization AFNOR Normalisation, compels us to be transparent, as measured by about 50 social and environmental criteria.



CHOOSING RESPECTFUL RAW MATERIALS

We select raw materials with the lowest impact on the environment, without compromising on the safety, quality or effectiveness of the end product. Our Group makes ecodesign central to its research and development, testing and sourcing processes for raw materials and active ingredients. We have defined strict rules for ingredients, with special focus on sourcing natural, plant-based ingredients. For example, the 13 emblematic plants used by the Yves Rocher Brand, which are organically and agroecologically grown at La Gacilly, renewed their certification from the Union for Ethical BioTrade (UEBT) in July 2023.

MAKING “CONSUMPTION” SYNONYMOUS WITH “COMMITMENT”

Each brand understands the importance of urging their customers to act, guiding them towards more informed consumer choices. For example, Stanhome’s liquid dish soap, the *Degreaser*, works even with cold water, which saves on the energy needed to heat water. In 2023, Petit Bateau began selling tens of thousands of second-hand products online (see page 23). Our commitments are the same as those of our customers!



ENCOURAGING ECO-FRIENDLY BEAUTY RITUALS

In 2023, Yves Rocher consolidated its leading position in France for sales of solid shampoos, in terms of both volume and value. Through this innovation, the brand urged several hundred thousand customers to change their habits and adopt a more eco-friendly beauty routine.

INSPIRING MORE THOUGHTFUL CONSUMPTION

Groupe Rocher has over 50 million customer-citizens who look to our brands for inspiration on their journey towards more responsible consumption. And we do our best to show them why they are right to trust us.

INCLUDING OUR CUSTOMERS IN THE LOOP

Groupe Rocher's brands encourage their customers to adopt new, more circular routines. This approach has a softer impact on the planet and is often easier on families' budgets. It involves reusing and recycling products for as long as possible, to avoid the issues associated with treating them at the end of their life.

The Yves Rocher Brand, for instance, has set up a recycling network in France for its makeup packaging. This network collected 1,240 kg of used packaging from 650 stores in 2023 (and 2,512 kg in all since 2021).

Donating is another way of lengthening our products' life. In 2023, about 1,200,000 beauty and cleaning products and 14,000 Petit Bateau items of clothing were donated to charities. This approach overlaps with French law "against waste and for a circular economy" and the fact that 65% of French people now state that they have opted "*for more sobriety into their purchases*".*



* According to a 2023 survey by the Observatoire de la Consommation Responsable (Citeo and ObSoCo)



CREATING VALUE WHILE RESPECTING OUR CLIENTS' VALUES

Reducing the environmental and social impacts of our campaigns while maximizing their effect on consumer habits is what our brand marketing and communication teams do every day. The keys to having a positive effect while taking a responsible approach include preparing more virtuous deals for and with our customers, and strictly controlling or collecting promotional materials at the end of their first life – which we for example do at our Yves Rocher stores in France and at Arbonne.



JUST THE RIGHT AMOUNT

Formula concentration is a notion that means a lot at Stanhome and Kiotis. To avoid waste and reduce the impact of their products, both brands tell their customers about the exact amount they need to use, and help them protect the planet while paying a fair price for their products by marketing measuring cups.





PRESERVING THE BEAUTY OF OUR ENVIRONMENT

Groupe Rocher has always been aware that the future of its business and the future of nature are linked. Our company is therefore proactively protecting biodiversity while contributing in its own way to the battle against climate change and to treating water and other natural resources with more care.



LA GACILLY, LOW-CARBON TERRITORY BY 2025

10.000
DIRECT
AND INDIRECT
JOBS

We grow cornflower, nasturtium and Roman chamomile as much as we cultivate our ambition: the facilities in La Gacilly (Brittany) are transforming to play their part in fighting climate change and become more resilient moving forward.

1
PILOT SITE
FOR SUSTAINABLE
HEDGE
MANAGEMENT

An aerial photograph of a farm complex. In the foreground, there are green fields with some tracks. In the middle ground, a large industrial-style building with a flat roof is covered with solar panels. Beyond the building, there are more fields and a line of trees. In the background, several wind turbines are visible against a clear sky. The image is partially obscured by two large brown circular graphics containing text.

13

EMBLEMATIC PLANTS

grown using organic and
agroecological methods,
certified by the UEBT

This geographic cluster is also a showcase for Groupe Rocher's low-carbon strategy: we plan to reduce its scope 1 & 2 greenhouse gas emissions by 75% while powering 85% of its operation with renewable energy by 2025.

60

**PUBLIC
AWARENESS
SESSIONS**

on responsible tech
since September
2022

LIMITING OUR IMPACT ON BIODIVERSITY

Nature is an endless source of resources and services for the Group and its brands. In return, we play an active part in preserving the health and diversity of life and the environments where it thrives.

ASSESSING THE SUSTAINABILITY OF OUR BOTANICAL SUPPLY CHAINS

Daily rituals around plants are universal and essential to our diets and self-care. Following Mr. Yves Rocher's tenet – *"give back to nature all that it has given us"* – Groupe Rocher is committed to ensuring the products it sources respect biodiversity. Among other examples, our company started working with its partners in French Polynesia to secure UEBT certification for its Tiare Tahiti supplies and to upgrade the copra supplies it uses to make monoi. To set increasingly precise targets, our company has updated its standards to assess the sustainability of its 480 natural supply chains.



2030 GOAL

100%

BOTANICAL INGREDIENTS

from responsible and sustainable supply chains

2023

31%

FROM RESPONSIBLE BOTANICAL SUPPLY CHAINS*

2023

12%

FROM SUSTAINABLE BOTANICAL SUPPLY CHAINS*

17%

OF THE GROUP'S EMPLOYEES

work at a site with a biodiversity management plan

IN 2023

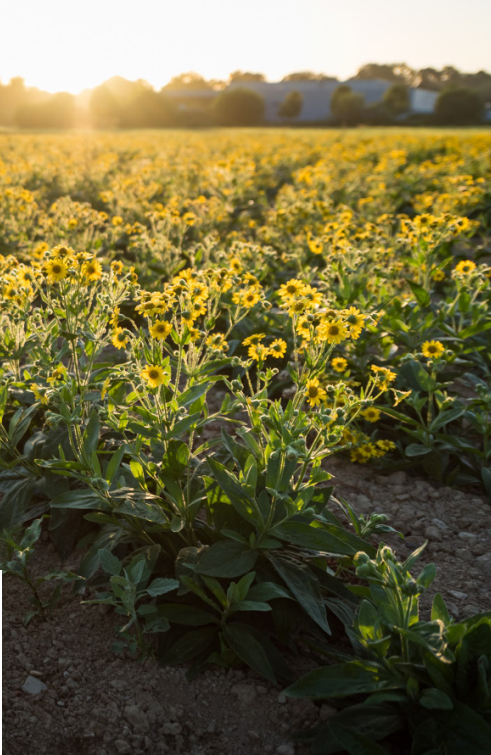
the Group's soil preservation index reached 0.4 on a scale of 0 to 1 (see opposite).

* Excluding Arbonne, Sabon and Flormar, where deployment is underway



REDUCING SOIL SEALING

As soil is our planet's living fabric, Groupe Rocher limits sealing whenever possible on its sites. We have developed our own metric, the Groupe Rocher Index for Soils Preservation (GRISP), for two reasons: to measure the impact of our existing buildings on the Earth's mantle and to guide our decisions on future sites to build.



2030 GOAL
100%
OF GROUP'S SITES
have a biodiversity correspondent



ROLLING OUT BIODIVERSITY MANAGEMENT PLANS

We are gradually preparing and implementing biodiversity management plans across all Groupe Rocher's sites. These sites have or will have local biodiversity correspondent to help them move forward on their roadmap.

CONTRIBUTING TO THE FIGHT AGAINST CLIMATE CHANGE

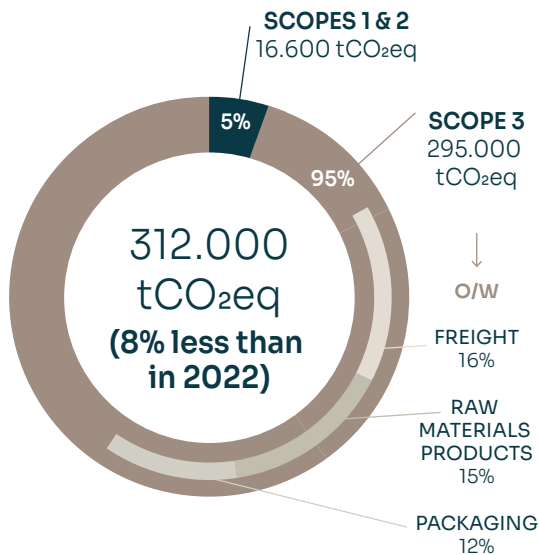
With the 2015 Paris Agreement, 195 countries pledged to reduce their greenhouse gas emissions in order to keep the Earth's temperature rise below 2°C through to 2100. Groupe Rocher is contributing at its level by reducing its emissions and thereby mitigating its impact on the climate.

NEW CARBON REDUCTION TARGETS

Groupe Rocher strategy to release less greenhouse gases (GHG) and thus avoid their detrimental effect on the climate covers managing its direct emissions (scopes 1 & 2) and reducing its indirect emissions (scope 3). In 2023, the Group set targets to reduce its scope 1 & 2 GHG emissions by 67% and its scope 3 emissions by 44% between 2019 and 2030. It expects this trajectory to be corroborated by the Science-Based Targets Initiative (SBTi) in 2024. Beyond these commitments, our Group is helping to protect and grow carbon sinks for instance via the Yves Rocher Foundation and its *Plant for Life* program.

IN 2023
100%
OF THE ARBONNE SITES,
all Petit Bateau France stores and nine other Group' sites switched to electricity produced by renewable energy sources on a voluntary basis.





SCOPE 1

Greenhouse gases (GHG) emissions from our own facilities (offices, production sites, etc.) and our company cars.

SCOPE 2

Greenhouse gases (GHG) emissions from electricity production, steam production and refrigeration.

SCOPE 3

All other greenhouse gases (GHG) emissions throughout the value chain (purchases of raw materials and packaging, product transport, etc.).



INVOLVING CORPORATE DEPARTMENTS AND BRANDS IN CLIMATE GOVERNANCE

Climate governance is fully integrated into the Group's CSR agenda. The Group's Mission & Impact Department is tasked with mapping out the low-carbon strategy and updating the Executive Committee twice a year on progress towards key objectives. Cutting back our scope 1 & 2 GHG emissions is one component in our Objectives and Key Results (OKR) method (see page 14). The Group appointed a Low-Carbon Committee in 2021 to monitor this strategy. It includes representatives from the Group's Operations, Purchasing, Transport, Retail, Information Systems and Mission & Impact Departments, and Brand and Corporate Function CSR Sponsors. This committee meets once a year to ensure the Group is making steady progress towards its carbon-reduction targets.

LIMITING OUR USE OF WATER RESOURCES

Water is as essential to life as it is to our company. Without this invaluable resource, there would be no beauty products, cleaning products or clothes. At a time when demand for water is increasing, its quality is suffering and droughts are becoming more widespread, we are taking action to protect it in all our Group's operations.

A CLEAR-CUT POLICY

The Group's Water Policy applies to all our brands and is based on three principles:

Working with our suppliers and subcontractors, so that we can factor our own "water footprint" into our decisions on raw materials and to help our suppliers manage their own consumption more effectively.

Manufacturing products that respect this resource

(i.e. require little or no rinsing, are biodegradable, have a limited impact on the water used to wash them in the case of textiles, etc.) is also non-negotiable.

Managing water resources responsibly

at all Group' sites, to standards exceeding regulatory requirements. To rise to this challenge, we are using water more efficiently and recycling wastewater in our own operations.



2023

37%

REDUCTION IN INDUSTRIAL WATER CONSUMPTION

compared with 2019 (m³ per ton of products manufactured), already surpassing our 30% target for 2030 (this target will be updated in 2024).

2030 GOAL

100%

OF PETIT BATEAU

PRODUCTS certified OEKO-TEX® STANDARD 100 (which includes limiting water pollution among other criteria).

A word from **Jean-Marc Guillemet,**
Chief Operating Officer of Petit Bateau



Petit Bateau is on track with its efforts to use water resources more efficiently and to meet its target to reduce water consumption by 95% by 2030 compared with its 2019 baseline.

After setting up sensors at our production site in Troyes to track down the slightest anomaly, and rolling out a comprehensive operational excellence program that involved analyzing and improving existing processes, our new “engine room” is a technological breakthrough that is extremely valuable in meeting our water reduction objective. We equipped our dyeing facility at our factory in Saint-Joseph with four new low-liquor-ratio machines in 2023, which reduce the amount of water we need to process 1 kg of fabric. And they have tanks to recover as much water and heat as possible.

“The Petit Bateau Brand, which was founded in Troyes 130 years ago, is aiming to reduce its water consumption by 95% by 2030 compared with its 2019 baseline.”



We are already seeing results: our water consumption dropped 40% from 2019 to 2023, and that ranks us among the best in the market.

The overall investment amounted to €5.3 million, and 25% of it was funded by the “France Relance” plan, ADEME* (with a grant to decarbonize industrial operations) and the Seine-Normandie water agency (with a grant to preserve water resources).

The next challenges the brand will take on at its century-old factory are recycling wastewater and collecting rainwater.

* French environment and energy agency

A hand holding a yellow flower against a warm orange background. The background is a solid, warm orange color. On the right side, a hand is visible, holding a yellow flower with green leaves. The flower is in focus, and its petals are bright yellow. The hand is positioned as if it is about to place the flower down or is holding it gently. The overall composition is simple and evokes a sense of care and connection.

BUILDING A COMMUNITY WITH OUR STAKEHOLDERS

Groupe Rocher is in daily contact with hundreds of external stakeholders ranging from charities to academics and on to non-governmental organizations (NGOs), public authorities and citizens. Our common goal? To move forward together towards ever more virtuous business models.



AN OVERVIEW OF GROUPE ROCHER'S EXTERNAL STAKEHOLDERS

GOVERNANCE & TRANSPARENCY

French Impact Platform
Clear Fashion
UEBT (Union for Ethical BioTrade)
Green Impact Index (GII) Consortium

MISSION-DRIVEN COMPANY

CEM (French community
of Mission-Driven Companies)
French Ministry of the Economy,
Finance and Recovery

SOCIAL ENGAGEMENT

GESAT (group of sheltered
workshops and assistance services)
#StOpE (an initiative to eradicate
everyday sexism in the workplace)

RAW MATERIALS

RMI (Responsible Mica Initiative)
UEBT (Union for Ethical BioTrade)
GAB-FRAB (group of organic farmers
within the Brittany agrobiologist federation)





BUSINESS INITIATIVES

FEBEA (French federation of beauty companies)
RBI (Responsible Beauty Initiative)
FHER (French federation for responsible self-care and cleaning products)
BALI Chair - Biarritz Active Lifestyle Industry

BIODIVERSITY

FRB (French Foundation for Biodiversity Research)
EEN (a program for companies committed to nature) run by the OFB (French Office for Biodiversity)
RespectOcean

CLIMATE

TCFD (Task Force on Climate-Related Financial Disclosures)
EPV (community energy initiative)
Carbone 4 (a leading consultancy on energy and climate challenges)

PLASTIC

FREC (French circular economy roadmap)
with ADEME (the French environment and energy agency)
French National Pact on Plastic Packaging
(part of the Ellen MacArthur Foundation's Plastics Pact Network)

DRIVING SMARTER*

REDUCING THE IMPACT OF TRANSPORT

The Group formalized its Transport Policy in 2023 with a view to cutting emissions in this area by 30% by 2030 compared with a 2019 baseline. Our company has pledged to reduce this considerable source of GHG emissions by driving shorter distances, using vehicles powered by alternative sources of energy and optimizing truck and container fill rates, while ensuring we deliver on time to our stores and our mail-order and online customers.



A word from **Sébastien Lepage**, **Road Transport Manager** **of Groupe Rocher**

Within Groupe Rocher, we manage transport flows with one eye on meeting our brands' requirements and the other on meeting the Group's cost and time targets while reducing its environmental impact.

"We build partnerships with suppliers that are committed to reducing their carbon footprint."

To continue moving towards that goal, we build partnerships with transport service suppliers that are committed to reducing their carbon footprint. Monitoring and managing our CO₂ – equivalent emissions at the local level (in Brittany) is also part of what we are doing to cut our transport emissions by 30% between 2019 and 2030.



* See Groupe Rocher's 2023 Non-financial Performance Statement for full details



A NEW ROADMAP FOR OUR TRANSPORT SUPPLIERS

As the Group outsources all its transport (except for transport between its own sites), reducing GHG emissions in these operations involves encouraging our service providers to ensure more sustainable practices. To do so, we added specific conditions to the calls for tenders, so all the ones we ran in 2023. Our Group now assesses transport companies in light of their use of alternative sources of energy and fill rates as well as their business terms.

The goals with this new roadmap are to effect a gradual transition around the world, and to restock 60% of our stores in France using sustainable vehicles (electric, liquefied natural gas, etc.).

A word from **Vincent Beaufreton**, **National Key Account Manager** for France of DB Schenker

DB Schenker France works closely alongside Groupe Rocher to effectively meet its CSR requirements relating to transport. It's a win-win partnership: the goal is to deliver "smarter" while reducing GHG emissions. It is also opening up new growth opportunities for us and putting us in a position to provide a quality service carrying their products to Yves Rocher stores.

"Working with Groupe Rocher is pushing us to do better and offer ever more sustainable transport services."

From our perspective at DB Schenker, working with a customer that has high CSR standards such as Groupe Rocher is pushing us to do better and offer ever more sustainable transport services – and this is solidifying our reputation and position on the market.



SHARING OUR ETHICAL STANDARDS WITH OUR SUPPLIERS



OVER AND ABOVE THE DUTY OF VIGILANCE

As it employs over 5,000 people, Groupe Rocher is required by French law to set up processes to avoid serious harm to people and the planet and serious breaches of business and financial rules. Our Supplier Code of Conduct lays down the ten social and environmental rules that we expect all our suppliers to follow. And progress is tangible. In 2023, our Ethics Hotline (an anonymous channel to report behavior contrary to our commitments) was enhanced with a new Practical Guide. Groupe Rocher also continued to entrust EcoVadis with conducting independent assessments of its suppliers on a regular basis in 2023, and found that 389 of them, or 66% of all the suppliers reviewed, had improved their CSR performance.



ECOVADIS GOLD MEDAL

In order to judge its own practices using the same yardstick as it uses with its suppliers, the Group requested a new EcoVadis assessment in 2023, which showed a 10-point improvement compared to 2021. Our score, 75 over 100, ranks us among the top 3% of companies in our sector and earned our CSR practices Gold status.

82%
**OF THE GROUP'S
PROCUREMENT
SPEND COVERED**

by the Supplier Code
of Conduct in 2023

ETHICS ALSO APPLIES TO DATA

Groupe Rocher has reinforced its governance, compliance and cybersecurity strategies to protect its customers' and employees' personal data.

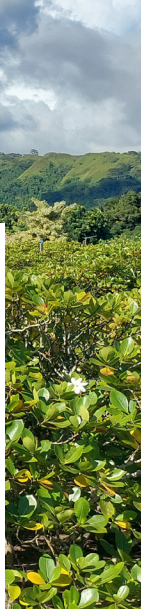


MORE SUSTAINABLE PROCUREMENT AT THE SOURCE

The Group's Sustainable Purchasing Strategy helps our teams to fulfil our commitments regarding people, communities and the planet. This strategy, called "SOURCE", factors CSR into the full supplier management cycle. For instance, the Group's Procurement teams include social and environmental terms in their calls for tenders.

MOVING FORWARD AND INNOVATING TOGETHER

Groupe Rocher's teams liaise with thousands of suppliers. Its Procurement teams for instance organize innovation days with suppliers to spur progress towards and innovation centered on more frugal, circular and natural approaches. Other positive practices in 2023 included the Petit Bateau Brand's 2-hour webinar to train its suppliers and several international partners in the stakes around ecodesign in the textile sector.



DIVERSIFYING OUR SUPPLIER BASES

Groupe Rocher pays special attention to including protected companies in its supplier bases. Its objective in 2024 is to entrust 75% of its assembly operations to workshops that employ and help people with disabilities. Within the Group, we also have our own sheltered company, Les Primevères, which Mr. Yves Rocher founded more than 30 years ago.



GIVING OF OURSELVES

The Yves Rocher Foundation has promised to plant 135 million trees worldwide by 2025 and to restore hedges. Our Group and its brands, meanwhile, are also involved in a large number of other initiatives to show support and fulfil our mission.

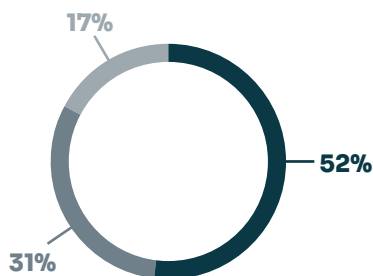


DR. PIERRE RICAUD AND DONS SOLIDAIRES

One of the Group's brands is named after a family doctor who combined his medical expertise with the therapeutic properties of plants. This brand, Dr. Pierre Ricaud, was in other words built around caring for others. Two teams from Dr. Pierre Ricaud, which continues to honor its legacy and specializes in anti-ageing skincare, spent 70 hours of their work time in 2023 helping Dons Solidaires, a charity, prepare kits of hygiene products for people in vulnerable circumstances. The company also donates products to this charity on a regular basis.

TAKING ACTION THROUGH PHILANTHROPY AND SPONSORSHIP

Groupe Rocher set aside €7.39 million for philanthropy and sponsorships in 2023. Petit Bateau, for example, launched a skills sponsorship initiative enabling 50 of its employees to become involved in raising children's awareness of issues relating to water alongside Water Family, a French NGO.



Groupe Rocher donations in 2023

- Environmental actions
- Social actions
- Other actions (including the La Gacilly Photo Festival)

SHARING WITH PEERS TO TRANSFORM

There is a term for rival companies that team up for the common good: coopetition, a word mixing “cooperation” and “competition”. Groupe Rocher and its brands work with their peers on a variety of joint endeavors aimed at aligning all their members’ interests with the general interest.

WORKING TOGETHER

Our Group and its brands are transforming to constantly align our sustainable values more closely with our efforts to create social and economic value. As we are aware that “to go fast, go alone, but to go far, go together”, we build ties with other companies that care about people, communities and the planet. We for instance founded the Green Impact Index Consortium alongside the Pierre Fabre and Léa Nature groups, which provides a system to display the environmental and social impact of personal care, family health and well-being products (see page 24). This is one way of making a statement about our beliefs and taking a stand for the common good together.



DOING BETTER FOR BEAUTY

Groupe Rocher is a member of several organizations within the FEBEA (the French federation of beauty companies), where it meets its peers to discuss and build climate -, environment - and biodiversity-friendlier practices. It is making constant progress on these fronts alongside other sector players including L'Oréal and L'Occitane.





DEVELOPING CSR SKILLS

More than 2,300 of our employees were trained in 2023 in CSR Essentials, participants gave the course a 4.5 over 5 score!



YVES ROCHER
Bretagne, France

COMMITTED STORE

Yves Rocher continued to roll out its “committed store” concept aimed at reducing waste from our marketing campaigns and collecting makeup and other product packaging – a campaign that won the Retail Concept award of République Retail in 2023.

CELEBRATING OUR



BELONGING AND CULTURE

Flormar Turkey was certified “Great Place to Work” and “Happy Place to Work”, two global benchmarks for employee experience, in 2023.



ENVIRONMENTAL MANAGEMENT SYSTEM

Sabon set up tools to monitor its energy and water consumption in all its stores and production sites, in order to reduce its environmental footprint.



RESPONSIBLE AND SUSTAINABLE SOURCING

81% of Petit Bateau's products are made with eco-friendly materials (at least 50% certified eco-friendly fibers), up from 53% in 2022.



Dr. Pierre Ricaud

COMMUNITY IMPACT

100% of Dr. Pierre Ricaud employees are involved in initiatives benefiting environmental organizations or the *Femmes en Chœur* program.

SUCCESS IN 2023

STANHOME

ECODESIGN

"Responsible products" (solid products, Air Label Score & European ecolabel certified products) in 2023 accounted for 40% of Stanhome's cleaning product's turnover in Europe.

arbonne

B CORP CERTIFICATION

The Arbonne Brand renewed its B Corp certification in 2023 with a 119.9-point score (43% higher than its initial 83.8 point score).



Publication Director:
Groupe Rocher Mission
& Impact Department

Sources: Groupe Rocher's 2021, 2022
and 2023 Non-financial Performance
Statements, and 2023 Mission
Committee Report

Photo credits: Emmanuel Berthier,
Ronan Moucheboeuf, Dominique
Rolland, Groupe Rocher, Sabon,
Yves Rocher, Petit Bateau, Stanhome,
Dr. Pierre Ricaud, Arbonne, Flormar,
Kiotis, Istock

Design and production:
Agence 3^e étage

Translation: Alto International
June 2024

**“We have
a duty
to take action”**

BRIS ROCHER,
Chairman of Groupe Rocher