



2023 CSR REPORT

**ABAX Industries, a group
committed to CSR**



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ABOUT THIS REPORT

This report presents ABAX Industries' approach to Corporate Social Responsibility (CSR): our commitments to sustainable development and progress made towards our objectives.

It is also aimed to be a transparent account of the proactive approach taken by our company to contribute to the Sustainable Development Goals (SDGs).

We followed the Global Reporting Initiative (GRI) guidelines to ensure the content is comprehensive and pertinent. This report also meets all our stakeholders' expectations.

Each year, our procedure for collecting, analysing and consolidating the Group's CSR information and the reliability of the results reported are impartially and stringently monitored.

ACKNOWLEDGEMENTS

This report was produced by ABAX Industries' CSR department with contributions from all the company's managers. We thank all of you who contributed to the project.

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French SME bought and developed by Gérard Coton in 1963.

Initially focusing on the aeronautical and automotive sectors, ABAX Industries has developed expertise in the development and manufacture of chemical products to stringent requirements.

As a family business, we are committed to preserving our independence, a guarantee of financial stability and responsibility to our customers and employees.

This governance approach enables us to foster excellent relations with all our major customers who are also long-term partners.

A handwritten signature in black ink, appearing to be 'I. Prevost', written in a cursive style.

Isabelle Prevost
Chairman of the Board

Message from the president

ABAX Industries takes pride in meeting the environmental challenges that impact contemporary society. We have regularly invested in research and development for many years, providing our customers with innovative, cutting-edge solutions.

ABAX Industries is firmly committed to sustainable development. This vision has driven the development of our Corporate Social Responsibility strategy, aimed at reconciling economic growth with respect for people and environmental protection - all three of which are essential for the company's sustainable prosperity.

The four main themes of our CSR policy:

1. **Acting ethically and responsibly:** We are committed to conducting our business with integrity, transparency and the highest ethical standards. Our commitment to ethics is reflected in our day-to-day interactions and strategic decisions.
2. **Ensuring responsible product management:** From design to end-of-life, we are committed to minimising the environmental impact of our products while optimising efficiency and durability. We are constantly innovating to develop environmentally-friendly solutions, by using sustainable materials and promoting recycling.
3. **Caring for our employees:** We cultivate an inclusive working environment, where every employee feels valued and supported, fostering well-being and professional development. We ensure our working practices respect a work-life balance, creating a climate of trust and support.
4. **Promoting sustainable development throughout our value chain:** We work closely with our partners and suppliers to integrate sustainable practices at every stage of our value chain. We work together to promote high standards of sustainability, sharing best practices and innovating for a better future.

We strive to unite all ABAX Industries employees around all our actions. This report demonstrates our transparency regarding our CSR challenges, our practices, initiatives and progress.

This report has been produced with a high standard of scientific rigour to ensure it is comprehensive and pertinent.

We hope you enjoy it.



Our commitments



Group profile

About the group

SPCA, founded in 1948, became ABAX Industries in 2005.

The company has been governed without interruption by a management board since 2018. ABAX Financière was established to bring together employee shareholders with a five-member board of directors to safeguard the independence and transferability of financial holdings.

In January 2023, Isabelle Prevost was appointed chairman of the board. The board updated their practices and began developing in other sectors.

The board currently only comprises three members: Sylvain Le Boucher, Finance and Administration Director, Gérard Dupuis and Isabelle Prevost. Anne Coton chairs the supervisory board.

ABAX Industries is currently the only French company to manufacture aeronautical anti-icing and de-icing products.

The head office is in Villeneuve-le-Roi, near Orly airport, less than 20 km from Paris.

ABAX Industries products, manufactured in the group's two production sites in France, are sold through our network of partners on every continent.

ABAX Industries in figures

 **€ 24.2 M**
Turnover

 **9,840**
orders entered

 **11,650 t**
of manufactured products

 **Over 81**
employees

 **7,828**
orders shipped

 **2**
advanced storage sites

 **2**
production sites

 **2**
R&D and C&Q laboratories

 **Leading**
family-run French company in anti-icing and de-icing for the aviation industry



French expertise in professional chemicals

Aviation

Building

Automotive

Industrial maintenance

Army

Urban transport

Agriculture-

Hand hygiene

Our Group has clearly defined core values:

Quality
High standards
Expertise
Innovation
Proximity
Environment
Technical
Responsive
Receptive

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Our products

Aviation

Offering a taste of our expertise

ABAX Industries is particularly active in the aviation sector during the winter season. We manufacture and deliver de-icers, defrosters and anti-icers for various airports and service providers in France and abroad.

Operators generally use de-icers to apply de-icing fluids to all the aircraft's surfaces, but particularly to the leading edges of the wings, the vertical stabilizer and the edges of the turbines.



Expertise and flagship products

Our quality control lab conducts analyses on all our customers' winter protection products for the aviation sector.

Coordination of analyses and monitoring the compliance of de-icing and anti-icing products are covered by Chapter 6.3.4 (Laboratory Checks for Fluids) of the document "Recommendations for De-icing/Anti-icing of Aircraft on the Ground Edition 30 - July 2015" drawn up by the Association of European Airlines (AEA).

We offer our customers the following solutions:

- ❖ De-icer DE-950 (Type I defroster - curative)
- ❖ Ecowing AD-2 (Type II anti-icing - preventive)
- ❖ Ecowing AD-49 (Type IV anti-icing - preventive)
- ❖ Ecoway F-35 (defrosting agent - for runways)

We apply ISO standards 11075 and 11078 and AMS 1435 for checking the conformity of aviation winter protection products. The same standards are applied for drafting analysis reports.



The ADP Group recommends ABAX Industries products.

Automotive

A comprehensive range of high-performance solutions.

ABAX Industries is an SME with several years of experience specialising in solutions for washing, refurbishing and cleaning the interior and exterior of different vehicles.



Our products include pre-wash foam, shampoo, water-repellent and self-drying products for gantry car washes, high-pressure washers, spray and manual cleaning, as well as products for refurbishing bodywork and degreasing.

**Renault
Group**

The Renault group is one of our key partners.

Industrial maintenance

Effective products for cleaning and degreasing floors

Thanks to our know-how and expertise in the field of industrial maintenance, we help our customers meet their standards for floor cleaning. ABAX Industries offers a **wide range of effective products** for cleaning and degreasing floors. We work with a number of service providers, including **Onet, GSF, ISS and Atalian**.

We offer two detergent ranges: standard and **EVOLIA** which is kinder to people and the environment.



The GSF Group is a privileged partner.



Degreasers for removing oily substances.

Our degreasers are specially designed to make cleaning automotive and mechanical factories for maintenance teams.

Our cold emulsifiable degreaser removes all oily and greasy dirt and tar.

We also offer products for removing greasy or waxy coatings. Our expert range also includes cleaning solvents and wipes for removing graffiti from surfaces.

Paint booths: curative and preventive solutions

ABAX Industries offers professionals a range of SCM active liquid paint strippers for easy removal of paint stains. Our stripping and stain-removing products are deep cleaning.

We also offer **protective coating products** for maintenance of paint booths. They are highly effective in keeping your booth clean to ensure optimal working conditions. A protective coating product with no petroleum-based ingredients is also available.

Antifreeze and heat transfer fluids

Environmentally-friendly products

Specialists in our field of application, we offer quality services. Our products are designed from start to finish in our laboratories. We have our own production unit and quality control department, unlike other companies that outsource these services. The ethical and environmental qualities of our products mean we can compete on manufacturing costs. Our products **comply with environmental standards and can even be bio-sourced**.



CLF SATREM, one of our preferred partners, manages the entire fire system at the Rungis international market (MIN de Rungis)

Highly efficient heat transfer fluids



ABAX Industries has been developing ranges of plant-based Glycerine antifreeze products with pricing and environmental benefits since 2011. Some companies recover and process used MPG-based antifreeze, recycling it for sale as safe for reuse. ABAX Industries offers new, high-performance products at very affordable prices including Concentrated Plant Antifreeze and the ready-to-use range.

We have taken a leading position in an extremely competitive sector by offering **affordable prices combined with excellent service**. Our expertise provides our customers with highly effective products for optimal results. ABAX Industries antifreezes are used in many sectors and devices including heat pumps for heating circuits.



Our partner Uxello is the French leader in fire protection.

Urban transport

Ethical, environmentally-friendly cleaning products.

ABAX Industries has acquired vast experience in the field of industrial cleaning, building an excellent reputation with their various partners over the years. Our trademark distinguishes us from the competition.

Unlike other companies who subcontract, **ABAX Industries has its own brand**. We are specialists in our field of application and offer our customers quality services. Thanks to our expertise, we are now a leader in floor and industrial surface cleaning products. ABAX Industries offers a **wide range of cleaning products that can be used without water**.





SNCF and RATP, two of France's major public-sector companies, are our benchmark partners.

Building

ABAX Industries has been designing and manufacturing products for building professionals under the DPE brand at our Domloup site since 1985.

Our DPE products are now known and recognised for quality and effectiveness in the profession.

Paint strippers

DPE has been manufacturing paint strippers for over 30 years, constantly developing products that are recognised by professionals for their effectiveness and versatility. Backed by unique experience in the field, DPE offers a comprehensive range of products that meet the most stringent safety and environmental requirements.



All our paint strippers comply with European regulation 455/2009/EC in force since December 2010 and no longer contain DCM: dichloromethane or methylene chloride.

Stripping cleaners

DPE offers a wide range of multi-purpose or specific, concentrated or ready-to-use cleaners and degreasers for painted or coated surfaces, as well as stone, brick, aluminium, etc.



Algaecide and fungicide treatment

With over one million m² treated every year for over 20 years, DPE products guarantee effective treatment that is tried and tested.



Putty - base coat preparation

This was the first range of products developed by DPE, aiming for innovation and performance. DPE has developed, manufactured and marketed products such as MASTIC SUPER BLANC: a white thixotropic glazing putty with long shelf life that is easy to apply, and Enduit Allégé ULM 35: a

ready-to-use lightweight plaster that is simply to apply and does not crack when dry, on the market since 1989.

POLYRENOV' renovation paste is also part of this comprehensive range.



Protection for porous surfaces

Our range also includes water repellents in aqueous or solvent-based formulations, an oil-repellent water repellent, and a stone consolidant.



Protecting and enhancing parquet floors

DPE's VITRIX is a complete range of wood stains, undercoats and single- or two-component, water-based or solvent-based sealers to enhance and renovate your parquet floors.

VITRIX also includes other finishes including metalliser, liquid wax and parquet oil.



Protecting exterior wood

Because wood requires special attention, DPE has created the PROTEXYL range, specifically designed to protect and enhance exterior wood.



Our specialities

We control the entire manufacturing processes of our products from start to finish, from traditional processes to continuous production for our aviation products. In a constant quest for excellence, our purchasing department regularly assesses our suppliers' environmental and social practices with a CSR questionnaire to assess. Priority is given to local sources. This enables us to secure and shorten our supply chain, avoid variations, and offer premium quality products.

The secret of our success is our exceptional portfolio of raw materials. Vast diversity of raw materials enables us to

formulate sophisticated, technically high-performance blends. The combination of our know-how, skills and process control, boosted by our R&Development team, have all contributed to positioning ABAX Industries as a major player in the sector.

Green range

We offer our customers a wide range of environmentally-friendly products, to give them the choice between conventional and environmentally-friendly products.

These products are developed with a view to sustainable development by preserving resources, protecting the environment and users' health.

Some of our products have ECOLABEL or ECOCERT certification. ABAX also markets products under its own EVOLIA label.



ABAX evolia
GREEN ANTI-STATIC SHAMPOO
WASHING

Field of application		<ul style="list-style-type: none"> ✓ A formula based on natural ingredients and plant-based surfactants with minimal impact on the environment ✓ With essential oils ✓ Phosphate-free ✓ Effective at low doses ✓ The recommended dosage is optimised to reduce environmental impact
<ul style="list-style-type: none"> ✓ Washing car bodies ✓ Washing truck tarpaulins ✓ Removal of static film ✓ Powerful degreaser ✓ Spray on cold then rinse 		
Instructions		<p>Chassis - Engine:</p> <ul style="list-style-type: none"> ✓ Dilute to approximately 30% ✓ Spray on ✓ allow to take effect, then rinse thoroughly. <p>Not for use with two-wheelers or parts coated with materials such as chrome, galvanised steel and aluminium. Test a small area first or use neutral cleaners. Contact ABAX with any questions.</p>
<p>Bodywork:</p> <ul style="list-style-type: none"> ✓ Dilute the product by 3 to 7 % depending on cleaning required. ✓ Spray at room temperature, ✓ Do not allow to dry. ✓ Leave for 3 to 5 minutes, then rinse with a high-speed pressure washer from bottom to top. ✓ Manual action required when very dirty. 		
Physico-chemical characteristics		<p>ABAX Evolia index</p> <ul style="list-style-type: none"> ✓ Plant-based surfactants ✓ Phosphate-free, phosphonate-free ✓ Without NTA/EDTA ✓ Less than 5% VOC ✓ No allergenic substances ✓ No environmentally toxic substances ✓ No persistent bioaccumulative substances ✓ CMR-free
Appearance at 20°C	Clear liquid	
Colour	Amber	
Fragrance	Provence	
pure pH at 20°C	13	
Density at 20°C	1.12	
Packaging	<p>04865: 5 L plastic container 048825: 25 L plastic container 0488210: 210 kg drum 04881000: 1,000 kg container</p>	<p>Storage</p> <p>Protect from freezing temperatures.</p> <p>Service life = 48 months after manufacture date</p>
Labelling	<p>For questions, contact our Product Safety Department:</p> <p>psd.products@abax.eu</p>	<p>Ref: 0488-2875 Revision 14/06/2021</p> <p>Les renseignements fournis dans nos documents sont donnés en toute bonne foi. Cependant, ils ne doivent pas être considérés comme une garantie. L'utilisateur doit vérifier par des essais préalables que le produit sous ses propres conditions opératoires, convient bien pour l'utilisation souhaitée.</p> <p>ABAX - 9 Vies de Séne - 14290 Villeneuve-la-Roi - www.abax.eu - Tél: 01 47 61 91 95 SIRET: 4220099100037</p>

Business model

RESOURCES

FINANCIAL CAPITAL (Financial Capacity)

- **30%** full ownership and **70%** beneficial interest
- Controlled debt

INDUSTRIAL AND INTELLECTUAL CAPITAL (Organisational resources and expertise)

- Two industrial sites in France
- 1 R&D laboratory and 1 Quality Control laboratory
- 5 production lines and 2 continuous production machines with a capacity of 50 tonnes each
- 3% of sales invested in improving and maintaining production facilities

ENVIRONMENTAL CAPITAL (Natural capital)

- Over 10,000 tonnes of raw materials purchased from over 100 suppliers
- 430 MWh of electricity consumed
- 450 MWh of natural gas consumed
- Over 10,000 m³ of water consumed

HUMAN CAPITAL (Resources)

- 81 employees
- 3.13% of payroll dedicated to training

VALUE CREATION

FOR OUR CUSTOMERS

- Quality assurance and product safety (ISO 9001 certification, AMIL qualification)
- ECOVADIS Silver Medal in 2023
- Traceability of raw materials

FOR OUR EMPLOYEES

- Creation of sustainable jobs: 95% permanent contracts
- An average of 13 hours of training per employee
- Continuous improvement of occupational health and safety

FOR OUR SUPPLIERS

- Long-term partnerships
- Establishing sustainable supply chains
- 30 of the Group's most significant suppliers assessed on their CSR approach via a questionnaire

FOR THE ENVIRONMENT

- Commitment to a 2.2% reduction in our CO2 emissions by 2025
- Numerous actions to preserve resources

FOR THE COMPANY

- Strong roots in the region and contribution to local development
- Partnerships with local associations and communities

Our business model is customer-focused:



Promoting R&D and effectively managing development



Ensuring the supply of raw materials



Managing production and **optimising** product end-of-life



Marketing products



**Expertise in all areas of chemistry and
their sectors of application**

CSR STRATEGY

CSR Governance

We have been focused on deploying a strategic, proactive CSR approach since 2022, developing dialogue with our stakeholders and deploying effective governance.

Every commitment we make is transposed into operational terms with objectives that the teams continuously adopt, monitor and improve.

Our CSR approach is central to the company's overall management strategy, reflecting the central role of CSR issues for the company and our long-term future.

Coordinating the CSR approach

The Group's CSR strategy is the direct responsibility of Isabelle Prevost, Chairman of the Board. She approves the sustainable development policy recommended by the head of quality assurance & CSR. The policy affirms the commitment of the board members and all ABAX Industries employees to these issues.

Cedrick Longange, Head of Quality Assurance & CSR, is responsible for steering the resulting CSR approach, and coordinating and implementing the CSR strategy across the company's various functions.

He is supported by the Head of General Services and the quality management system's process managers. He also deploys internal and external communication initiatives, raising awareness and training employees in CSR issues, and sharing best practices within the Group.



Non-financial risks and opportunities

Due to our Villeneuve-le-Roi and Domloup sites in France and the diversity of our activities, ABAX Industries is exposed to social, environmental and societal risks, both internally, in our business relations and through our products. They also a source of many opportunities.

ABAX Industries operates in a constantly changing economic, competitive and technological environment. Each year, we will review our mapping of non-financial risks and opportunities. This is aligned with our CSR strategy and details the risks and opportunities identified for all our commitments.

The table below features the main risks and opportunities identified, a description of their potential impact on the company, and the policies applied to address them. Descriptions of these policies and their results are provided throughout this report under the relevant headings.

Acting ethically and responsibly

Commitments	Risks and opportunities	Description of risks and opportunities	Potential impacts	Criticality*	Policies applied by ABAX Industries
Respecting human rights and fundamental freedoms	Risks	Regulatory non-compliance	<ul style="list-style-type: none"> Criminal and administrative penalties 	◆◆	<ul style="list-style-type: none"> Regulatory intelligence
		Violations of fundamental human and labour rights	<ul style="list-style-type: none"> Damage to the company's reputation and image 	◆	<ul style="list-style-type: none"> Internal Code of Ethics, Compliance with the provisions of the eight fundamental conventions of the International Labour Organisation and the Diversity Charter
	Opportunities	Reassuring our customers and partners	Developing market share	◆	
Ensuring compliance and ethical business practice	Risks	Violation of internal ethical rules	<ul style="list-style-type: none"> Administrative and criminal penalties 	◆◆◆	<ul style="list-style-type: none"> Fraud and corruption risk training for financial staff
		Corruption and fraud	<ul style="list-style-type: none"> Damage to the company's reputation and image 		

* The analysis of non-financial risks and opportunities aims to identify risks and opportunities, then ranks them according to their level of criticality to guide our actions and determine our priorities. We assess two criteria of the risks and opportunities to that end: probability and severity i.e. level of the potential impact. The intersection of the probability and severity levels is the criticality level of the risk. Criticality can be low (◆), medium (◆◆) or high (◆◆◆).

Ensuring responsible product management

Commitments	Risks and opportunities	Description of risks and opportunities	Potential impacts	Criticality*	Policies applied by ABAX Industries
Ensure product safety and conformity	Risks	Developments in customer expectations of product composition	<ul style="list-style-type: none"> • Strong demand for bio-based products • Loss of turnover if we are unable to meet developing customer expectations 	◆◆	<ul style="list-style-type: none"> • Responsible purchasing policy • Integrating green chemistry into R&D via EVOLIA™
		Complexity of sector regulations	<ul style="list-style-type: none"> • Reduced innovation • Drop in the range of usable raw materials 		<ul style="list-style-type: none"> • Compliance with REACH regulation
		Product-related health risks	<ul style="list-style-type: none"> • Effects on consumer health and safety • Product recalls • Administrative and criminal penalties under REACH • Production disruptions 	◆◆	<ul style="list-style-type: none"> • Toxicological studies • Quality Management System and Occupational Health and Safety Policy • ISO 9001 certification
	Opportunities	Continuous product improvement	<ul style="list-style-type: none"> • A guarantee of customer confidence 	◆◆	
Reducing pollution and spills	Risks	Odour nuisance caused by the wastewater treatment plant	<ul style="list-style-type: none"> • Complaints from local residents • Criminal and administrative penalties • Loss of authorisation to operate 	◆◆	Quality department priority: wastewater treatment
		Pollution	<ul style="list-style-type: none"> • Effluent and emission discharges, waste production, accidental spraying of chemical products 	◆◆	Ecovadis label with a score exceeding 70 for the Environment theme
	Opportunities	Reducing odour nuisance and pollution	<ul style="list-style-type: none"> • Optimal control of significant environmental impacts • Improving relations with the community and local residents 	◆◆	Objective to increase EcoVadis score for the Environment theme

Ensuring responsible product management

Commitments	Risks and opportunities	Description of risks and opportunities	Potential impacts	Criticality*	Policies applied by ABAX Industries
Improving our facilities' energy efficiency	Transition risks	Insufficient technological updating of industrial plants	<ul style="list-style-type: none"> Loss of productivity and operational performance Increase in ABAX's carbon footprint 	◆	<ul style="list-style-type: none"> Best available techniques Carbon footprint with CARBO
		Risk of energy supply disruption	<ul style="list-style-type: none"> Loss of productivity and operational performance Loss of turnover 	◆◆◆	<ul style="list-style-type: none"> Self-generation solutions (solar panels) under consideration Low-carbon strategy under development Energy policy and energy instructions
Guaranteeing the safety and rational management of water	Physical risks	Increasing operational efficiency by reducing water consumption	<ul style="list-style-type: none"> Production disruptions Lower annual water bill 	◆◆	<ul style="list-style-type: none"> Improving monitoring of the WWTP Providing water fountains in every building Increasing volume of rinse water re-injected into production
Managing our waste efficiently to promote the circular economy	Risks	Non-compliance	<ul style="list-style-type: none"> Financial impact: fines, administrative and criminal penalties New regulations 	◆	<ul style="list-style-type: none"> Environmental policy Waste management procedures (SOGED) Integrating green chemistry into R&D via EVOLIA™ EcoVadis label
		Poor waste treatment	<ul style="list-style-type: none"> Fire, explosion, spillage and external pollution risks Lower management costs 	◆	
	Opportunities	Improving the efficiency and traceability of our treatment processes	<ul style="list-style-type: none"> Increasing dialogue with our service providers Harmonising processes between departments and sharing knowledge A solution to the lack of waste treatment facilities 	◆◆	
		Promoting the customer approach	<ul style="list-style-type: none"> New customers or potential new markets 		
Preserving biodiversity and resources	Risks/opportunities	Developments in customer expectations	<ul style="list-style-type: none"> Loss or gain of turnover 	◆◆◆	Identification of the direct or indirect impact of our activities or products on biodiversity

Caring for our employees

Commitments	Risks and opportunities	Description of risks and opportunities	Potential impacts	Criticality*	Policies applied by ABAX Industries
Ensuring hygiene, health, safety and well-being at work	Risks	Major industrial accidents	<ul style="list-style-type: none"> Effects on the health and safety of employees and neighbouring communities 	◆◆◆	<ul style="list-style-type: none"> Major Accident Prevention and Occupational Health and Safety Awareness Policy
		Intrusion, malicious acts and acts of terrorism of a physical or cyber nature	<ul style="list-style-type: none"> Damage to the company's reputation and image Operating loss 	◆◆	<ul style="list-style-type: none"> Security programme Reinforcement of the safety of the site, which is classified ICPE (classified for environmental protection) Safety audits
		Personal risks	<ul style="list-style-type: none"> Effects on employee health and safety: accidents at work, occupational illnesses, absenteeism, etc. 	◆◆◆	<ul style="list-style-type: none"> Occupational health and safety policies Provision of appropriate PPE
Guaranteeing good working conditions to improve employee commitment	Risks	Psychosocial risks	<ul style="list-style-type: none"> Deterioration in the working environment Employee demotivation and divestment Absenteeism and turnover 	◆	<ul style="list-style-type: none"> Survey to assess psychosocial risks
	Opportunities	Well-being at work	<ul style="list-style-type: none"> Positive effects on employee health and the development of their potential Improved team cohesion and talent retention 	◆	<ul style="list-style-type: none"> Taking quality of life at work into account in our CSR approach Setting up a sports hall and running sports classes Providing water fountains and eco-responsible water bottles

Caring for our employees

Commitments	Risks and opportunities	Description of risks and opportunities	Potential impacts	Criticality*	Policies applied by ABAX Industries
Promoting diversity in the workplace and gender parity	Risks	Non-compliance with regulations: equal pay, professional integration of disabled people, etc.	<ul style="list-style-type: none"> • Damage to the company's reputation and image • Criminal and administrative penalties • Employee demotivation and divestment 	◆	<ul style="list-style-type: none"> • Equal pay and equal opportunities policy • Code of ethics and nomination of a harassment and sexism officer • Use of certain service providers working with ESATs for the inclusion of workers with a disability • HR diversity and inclusion policy • Signing of the Diversity Charter • Calculating the gender equality in the workplace index
		Risk of discrimination	◆		
	Opportunities	Performance	<ul style="list-style-type: none"> • Multicultural team with varied visions and ideas • Intellectual stimulation to drive innovation 	◆	
Developing employees' professional skills	Risks	Talent shortage	• Recruitment difficulties	◆	• Annual training plan
		Retirements	• Loss of skills and expertise	◆	
		Loss of talent	• Developing skills and expertise	◆◆	
Opportunities	Attracting and retaining talent	<ul style="list-style-type: none"> • Talent retention and development 	◆◆		
Promoting our ability to attract and support talent	Risks	Lack of attractiveness to Millennials for work organisation	<ul style="list-style-type: none"> • Recruitment difficulties • Turnover 	◆	<ul style="list-style-type: none"> • Introduction of working from home • Fitness and relaxation sessions at work
	Opportunities	Promoting internal mobility	<ul style="list-style-type: none"> • Skills development • Increased employee motivation • Talent retention and development 	◆	<ul style="list-style-type: none"> • Priority to the internal mobility plan • Recruiting talent after their work-study courses when necessary

Promoting sustainable development throughout our value chain










Commitments	Risks and opportunities	Description of risks and opportunities	Potential impacts	Criticality*	Policies applied by ABAX Industries
Improving transparency, communication, reporting, dialogue with stakeholders, and the responsible purchasing approach	Opportunities	Developing privileged partnerships	<ul style="list-style-type: none"> Reducing the risk of non-compliance with human rights and international labour standards 	◆◆	<ul style="list-style-type: none"> Developing responsible supply chains Supplier CSR Charter Responsible purchasing Integration into various networks: Made in Val-de-Marne, Négo Déco and Négo Tech Communication via social networks and specialist media Participation in workshops organised by the CCI
Improving the energy efficiency of our site and reducing our carbon footprint	Transition risks	Increasing regulatory pressure on greenhouse gas emissions	<ul style="list-style-type: none"> New climate laws Rising energy bills and operating costs Damage to reputation 	◆◆◆	<ul style="list-style-type: none"> Low-carbon strategy under development
		Damage to brand image	<ul style="list-style-type: none"> Loss of potential customers 	◆◆◆	<ul style="list-style-type: none"> Ongoing regulatory monitoring Annual CSR reporting
	Transition opportunities	Developing products with a low carbon footprint	<ul style="list-style-type: none"> Redirecting R&D strategies to developing products with a lower GHG impact Competitive positioning and differentiation 	◆◆◆	<ul style="list-style-type: none"> New, more ambitious 2030 Science Based Targets
			<ul style="list-style-type: none"> Competitive positioning and differentiation 	◆◆◆	<ul style="list-style-type: none"> Low-carbon strategy under development
	Physical risks	Vulnerability to extreme weather events	<ul style="list-style-type: none"> Material damage to infrastructure 	◆◆	<ul style="list-style-type: none"> Analysis of climatic risks
			<ul style="list-style-type: none"> Interruption to production and damaged products 	◆◆	<ul style="list-style-type: none"> Implementation of a BCP (Business Continuity Plan)
<ul style="list-style-type: none"> Interruption of production due to heatwave and increase in production costs 			◆◆	<ul style="list-style-type: none"> Group policy 	

Promoting sustainable development throughout our value chain

Improving the energy efficiency of our site and reducing our carbon footprint	Transition risks	Insufficient technological updating of industrial plants	<ul style="list-style-type: none"> • Loss of sales on products with a high GHG impact 	◆	<ul style="list-style-type: none"> • Best available techniques
	Transition risks	Rising and volatile energy prices	<ul style="list-style-type: none"> • Increase in the price of green energy 	◆◆◆	<ul style="list-style-type: none"> • Installation of LEDs and motion detectors to activate lighting • Timers for activating air conditioning in summer and heating in winter • Installation of insulation blankets on the vapour network at targeted points • Raising awareness of digital pollution among employees

Our 2023 results

The table shows the progress of the CSR commitments and indicators made by the Group as part of our sustainable development policy.

Objectives	Results 2023
1. Acting ethically and responsibly	
2024 targets	
 100% of ABAX Industries employees will have read our internal regulations	Distribution in progress
 100% of ABAX Industries employees most exposed to financial risks will have attended a webinar on fraud prevention (Fraud prevention and transaction security)	50%
 100% of ABAX Industries employees will have signed their job descriptions	100%
2. Ensuring responsible product management	
2024 targets	
 Increase the number of ISO 14001-certified suppliers impacting raw materials to over 50%	45%
 Reduce the amount of hazardous waste generated per tonne of product to less than 10% by 2023	
 Increase the total proportion of hazardous and non-hazardous waste recovered to over 80%	Target met and exceeded (90%)
 Reduce water consumption by 15% compared to 2023	Not met (+156.10%)
 Reduce energy consumption by 10% compared with 2023	-12.28% (Gas) and +2.44% (Electricity)
 Increase the share of renewable energy in total energy consumption to more than 10%	Target not met

2030 Targets (Science-Based Targets Initiative)



Reduce CO₂ emissions at the Villeneuve-le-Roi site by 2.2%

3. Caring for our employees

2024 targets



More than 50% of employees will benefit from at least one training course during the year

26%



More than 50% of employees will have an interview or appraisal during the year

100%



Stabilise the employee absenteeism rate at less than 1%

3.6%



Reduce the frequency rate of lost-time accidents at work by 30% compared with 2021

18.19%

4. Promoting sustainable development throughout our value chain

2024 targets



Increase the proportion of purchases made from significant suppliers committed to a CSR policy to over 90%

Target met and exceeded (100%)



More than 80% of significant suppliers will have undergone a CSR assessment via our CSR questionnaire

Target met and exceeded (100%)

Commitments and recognition of our CSR policy

For sustainable development, **ABAX Industries** is committed to supporting international and recognised standards, as well as sector-specific initiatives. Assessments and recognition from sustainability experts improve transparency and give our CSR approach credibility in the eyes of our stakeholders.

Our commitment and success in this area have been recognised by independent third-party bodies. External awards and recognition attest to the positive perception of our sustainable development strategy. The Group has been rewarded for our efforts to improve our practices.

DIVERSITY CHARTER



In 2023, ABAX Industries employees attended webinars on diversity and participated in pertinent conferences.

The Diversity Charter is a commitment offered for signature by any company that condemns discrimination in the field of employment and that decides to work in favour of diversity.



<https://www.charte-diversite.com/>

SCIENCE BASED TARGETS



In June 2023, ABAX Industries took the plunge when we submitted our letter of commitment to SBTi and then submitting our CO₂ emission reduction targets for scopes 1 & 2 and 3 to SBTi's technical committee for validation.

On July 1st, 2023, ABAX Industries finally received approval from SBTi for its reduction targets, which will soon be communicated to the general public and published on the SBT website at the following link:



<https://sciencebasedtargets.org/>

THE FRENCH FAB



French Fab, launched on October 2nd, 2017 by Bruno Lemaire, Minister for the Economy, Finance and Recovery, is the tagline for French industry on the move. It represents the companies, economic players, institutions and industrial sites located in France that share the desire to develop French industry.

ECOVADIS

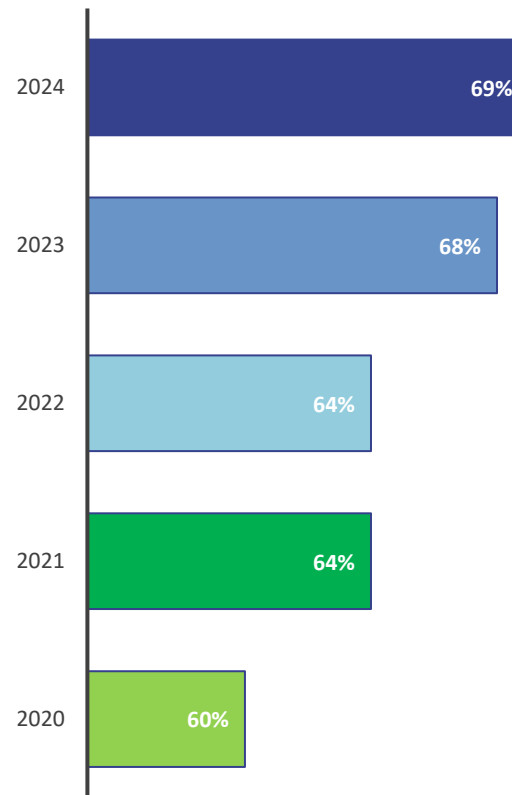


Every year, ABAX Industries answers the EcoVadis CSR evaluation questionnaire. Their rating methodology covers seven management indicators, through 21 sustainable development criteria, in four themes: Environment, Labour and Human Rights, Ethics and Sustainable Procurement.

In February 2024, ABAX Industries achieved a score of 69/100, one point higher than our previous assessment, which once again places ABAX Industries in the Confirmed category for CSR performance and at the Silver level for commitment for the second time. With this score, we are with the top 15% of companies assessed by EcoVadis in our sector.

Our scorecard is currently shared with 69 of our customers.

EcoVadis rating



<https://ecovadis.com/>

ACESIA



ABAX Industries is evaluated annually by ACESIA, AFNOR Certification's assessment platform. This enables us to test the level of maturity of the practices applied internally based on multiple benchmarks drawn from international standards and applicable regulations.

In 2023, ABAX Industries achieved an overall audited score of 68/100, 4 points higher than our previous assessment, placing ABAX Industries 23 points above the average audited score for companies in the Chemical Industry sector: 48.5/100.



2

**ACTING
ETHICALLY
AND
RESPONSIBLY**

Good practice in our activities has been a focus at ABAX Industries since 1948.

We respect the core values of transparency, dialogue and respect for commitments and competition rules, while offering increasingly effective products that respect our principles.

OUR CONTRIBUTION TO THE SDGs



Respecting human rights and fundamental freedoms

Code of ethics

Respect for Human Rights is one of our strong commitments, validated by our adherence to the Diversity Charter since 2022.

ABAX Industries has structured and formalised its ethical approach in a Code of Ethics applicable throughout the Group.

This code of ethics has been put in place to inspire and guide employees, but most importantly, it enables them to commit to a sustainable ethical approach. It is based on the 10 principles of the United Nations Global Compact.

By applying this ethical code, ABAX strives for success a rapidly changing regulatory and socio-economic environment

Ensuring compliance and ethical business practice

Regulatory intelligence

ABAX Industries monitors all areas of its corporate social responsibility, translating regulations into internal requirements, ensuring all our personnel understood them, and conducting systematic and regular checks. We have drafted a quality process manual, which takes into account regulatory and legal requirements and compliance. Our company is subject to the regulations governing installations classified for environmental protection (ICPE) and complies with many regulation points with conducts regular compliance checks.

We update a table entitled Monitoring of regulations to be complied with by ABAX Industries, linked to

compliance monitoring. We are also supported by the trade association FEHR for regulation intelligence and compliance.

Training and raising awareness among employees

Aimed particularly at our department managers, but also at directors and all employees; stakeholders who want to know more about our principles. The finance and accounting department has received training in banking fraud and cybercrime.

Being a small company, ABAX does not have a dedicated ethics and compliance department, but all department heads are instructed to report any breaches of the code of ethics to management. The right of alert is guaranteed.

All employees are expected to understand and respect the principles set out in the Code of Ethics.



3

**ENSURING
RESPONSIBLE
PRODUCT
MANAGEMENT**

Dissociating our company's performance and how we are accepted in society from the reduction of our environmental impact is impossible. Our aim is to improve how we protect the communities and ecosystems that surround us.

To reduce these impacts, we have made the following commitments:

- ❖ Ensure product safety and conformity
- ❖ Reducing pollution and spills
- ❖ Improving our facilities' energy efficiency
- ❖ Guaranteeing the safety and rational management of water
- ❖ Managing our waste efficiently to promote the circular economy
- ❖ Preserving biodiversity and resources

OUR CONTRIBUTION TO THE SDGs



Ensure product safety and conformity

Guaranteeing the chemical safety of our products

Product quality and safety are legitimate expectations and major concerns for users. Guaranteeing the chemical safety of our products, by protecting the health and safety of users, is therefore a challenge and a priority for ABAX Industries and our customers.

Our approach covers the entire supply chain, and that starts with our suppliers. We apply strict controls in our purchasing and approval processes, enabling us to select safe, high-quality raw materials and packaging in compliance with current regulations.

Our production site has established a quality management system which includes procedures and methods established for each stage of production: reception, in-process inspection and final inspection. As a result, we can be sure the manufacturing and control processes of our products meet strict standards. Risk analyses are used to reduce the risks of physical and chemical pollution to an acceptable level.

Finished products are tested to ensure they are safe to use before they leave our site. Checks carried out on finished products are generally physicochemical to ensure that finished products we supply to our customers are safe, have uniform and consistent quality, and are satisfactory for user safety.

The site is ISO 9001 certified and the manufacture of our finished de-icing and anti-icing products for the aviation industry complies with AMS standards.

Our facilities are inspected periodically by regulatory authorities. The chemical formulas we manufacture comply with REACH regulations.

One of the objectives of the quality management system is to monitor the number of non-compliant production batches detected by the quality control department.

Assessing product toxicological safety

When we innovate new formulas, they are subject to a stringent process for assessing safety requirements and regulation compliance. Research projects are coordinated by an R&D manager who organises an R&D briefing every fortnight. All the formulas resulting from our research are characterised and assessed for their environmental and human health properties before being sent to market to contribute to sustainable development. Characterisation and toxicological safety assessment are carried out by our engineers and R&D project managers. The intrinsic properties of new products are assessed and form the basis of our safety assessment and risk classification processes.

By 2023, all our Safety Data Sheets (SDS) were improved to comply with EU regulation 2020/878 and are already available in 33 languages.

The environmental impact is also taken into account during the innovation process. This issue is of the utmost importance to ABAX Industries.



Managing REACH compliance

ABAX Industries manufactures and imports chemical substances into the European Union. As a result, we must comply with the REACH regulation for the Registration, Evaluation and Authorisation of Chemicals) for our portfolio of natural and synthetic raw materials. Protecting human health and the environment is the aim of the REACH regulation, and it is also a pillar of our sustainable development policy. To ensure optimum compliance, our R&D team is trained in regulatory affairs and addresses REACH obligations. We draw on external partnerships to complement our regulatory and scientific expertise.

SDSs are drawn up using INFODYNE software in accordance with the regulations for finished products, and we proactively update submitted dossiers. Tools developed in-house, including a REACH dashboard, are used to monitor substance tonnages. This is carried out in close collaboration with the purchasing and production departments. ABAX Industries also ensures that our suppliers comply with their obligations. All the information gathered is recorded on various media and shared on the company intranet.

Promoting sustainable consumption

Our responsibility for sustainable consumption begins with our ability to develop products that benefit the environment and society at every stage of their life cycle. It also concerns the nature of the information we provide to our customers about our products for encourage them to make more responsible choices, and ultimately users too.

The **EVOLIA** range by ABAX Industries offers our customers products with formulas that are less harmful to the environment.

Integrating green chemistry into R&D

Innovation is one of the strategic pillars of the ABAX Group, and the driving force behind our hallmark response to our customers' needs.

ABAX Industries has established the **EVOLIA** green charter to develop a range of products that meet current environmental challenges and protect end user health.

"The products in our **EVOLIA** range meet at least five of the eight criteria defined."



Our commitment to sustainable innovation is to design safe and healthy products, to minimise their environmental impact, and maximise their chemical benefits for users. This involves innovation strategies involving the increased use of VOC-free raw materials with a low carbon footprint.

It also involves improving our processes to eliminate or reduce the use of hazardous substances (CMR).

Reduce pollution and spills during production

Measuring our impact

Thanks to methods developed in-house by ABAX Industries and the ECOVADIS My performance tool, we can measure and monitor our environmental impact at every level. As a result, we can take decisions needed to improve our performance and achieve all our environmental objectives.

Optimising our environmental management system (EMS) to obtain the ECOVADIS score on the Environment theme.

Our management team has signed an environmental policy with five-year targets for reducing consumption and waste emissions. This policy applies to all ABAX Industries departments and is based on the ISO 14001 standard, which ABAX follows despite not being certified. The EMS on a site ensures:

- ❖ compliance with regulations;
- ❖ identification and reduction of the site's environmental impact;
- ❖ control of environmental risks.

Investing in the environment

Environmental investments were increased significantly between 2022 and 2023. These expenses were used to finance our initiatives in the following areas:

Reducing our carbon footprint has been a priority for a long time. This historic commitment is now reinforced by our membership of a major international initiative to combat global warming.

- ❖ waste treatment and disposal;
- ❖ reducing pollution and spills;
- ❖ purchasing equipment to improve our facilities' energy efficiency and optimise water and energy consumption;
- ❖ outsourcing consultancy and equipment inspection services.



Reducing VOC emissions at source

Controlling emissions of volatile organic compounds (VOCs) due to the use of organic solvents is a priority of ABAX Industries' environmental policy. We give In 2023, we joined the Science Based Targets initiative (SBTi) to translate our commitment into concrete, science-based targets. The SBTi initiative is a collaboration between the Carbon Disclosure Project (CDP), the World Resources Institute (WRI),

priority to raw materials with little or no VOCs.

Noise pollution

Our activities do not cause any major noise pollution. However, some industrial machinery is a source of noise pollution and can make work more difficult for employees. We apply appropriate prevention and protection measures. We also carry out regular noise measurements every five years.

Ground discharge

The Villeneuve-le-Roi site and the two advanced storage sites at Athis and Roissy have retention systems. ABAX Industries implements systematic retention measures and appropriate maintenance programmes. These programmes ensure that product storage networks are watertight and that accidental spills are collected where potentially hazardous products are stored or handled. The aim is to prevent them infiltrating the soil.

Improving our facilities' energy efficiency

Our commitments

ABAX Industries has formalised an energy policy. Pro-active actions are listed with a view to reducing energy consumption. This policy has two objectives: a 5% reduction in electricity consumption and a 10% reduction in gas consumption.

We are aware that risks associated with global warming can be seen as both a threat and an opportunity. As a result, we factor the impact of our activities on the climate into our strategic reflection.

the World Wide Fund for Nature (WWF), and the United Nations Global Compact (UNGC). The initiative encourages companies to reduce their greenhouse gas (GHG) emissions in line with the latest scientific studies on climate change. To this

end, the initiative advocates the definition of science-based targets as an effective way of preparing business growth for the transition to a low-carbon economy.

Our objective is to reduce our emissions by 2.2%, i.e. 3608.96 TCO₂e less than our current trajectory, by 2025.

OUR ACTION PLAN

To achieve our objective, a short-term action plan is currently being prepared to reduce Scopes 1 & 2 and Scope 3 emissions. This approach is being conducted via tight team work between internal departments and is supported by an external consultancy, CARBO. They also help us assess our carbon footprint. We have also identified areas for improvement at our production site and are taking steps to reduce our energy consumption and carbon footprint.

We are acting on three themes simultaneously to achieve our goal:

- ❖ energy sobriety and efficiency at our production sites;
- ❖ low-carbon product;
- ❖ commitment throughout our value chain.

Guaranteeing the safety and rational management of water

Water is an essential resource for our activities. It is an essential component of our industrial processes and is involved in many of our production phases. We have been committed to preserving water quality and resources in all our operations for several years now.



Monitoring the quality of discharged water and improving the wastewater treatment plant

ABAX Industries treats and reuses water in its production cycle.

Water consumption

We have a table for monitoring water consumption. Water consumption increased in 2023 compared with 2022, despite our CSR initiatives to reduce water consumption. The installation of an osmosis unit to produce demineralised water on site has led to a significant increase in our water consumption. We have installed a timer on the IBC wet washing system to optimise water use.

We are focusing on two areas to reduce our water consumption:

- ❖ reducing and optimising water consumption by implementing specific measures that favour manufacturing concentrates and cold processes, as well as raising staff awareness. The aim is to reduce water consumption (careful consumption, closed circuits, automated cleaning systems) and optimise consumption through regular monitoring;
- ❖ the introduction of projects to recycle and reuse rinse water on the production site, for example, rinse water is recovered as a raw material for the manufacture of the next batch.

Managing our waste efficiently to promote the circular economy

ABAX Industries reports on its initiatives to reduce, recover or treat its effluent and waste emissions over a defined reporting period.

We generate various types of waste during our manufacturing process: CIW, sewage sludge from the internal treatment of our effluents, used solvents, packaging waste (paper, cardboard, metal, plastic), glass, etc.

Our waste management policy is based on three pillars:

- ❖ reduce the hazardous waste generated by our activities at source;
- ❖ increase the proportion of our waste that is recovered (recycled or incinerated with energy recovery);
- ❖ raising employee awareness of waste sorting

This waste management policy is formalised in the document entitled SCHEMA D'ORGANISATION ET DE GESTION DES DECHETS D'ABAX INDUSTRIES.



Preserving biodiversity and resources



We are aware of the impact of our activities on biodiversity, and at the same time, on our dependence on raw materials with oil resources. ABAX Industries has identified the direct or indirect impacts of its activities or products on biodiversity. We have also taken this further than the regulatory framework, undertaking significant measures to reduce and/or compensate for our interaction.

As a Classified Site for the Protection of the Environment (ICPE), our site has a retention system to prevent the risk of products spilling into the ground and penetrating the water table, and protecting biodiversity as a result. Noise levels are measured every five years.

The impact of products has been identified and a range of more environmentally-friendly products has been developed, meeting at least five out of the eight criteria in the EVOLIA Green Charter.

ABAX Industries attempts to favour raw materials of renewable (RSPO) plant origin to preserve resources. The launch of an Ecocert range is planned for 2024.





4

CARING FOR OUR
EMPLOYEES

Our aim is to help our employees achieve their full potential at work, while providing them with a healthy and safe working environment.

We address cultural and social diversity in our human resources management and respect human rights at all levels. Our Human Resources Policy is based on the following guidelines, which apply from the moment you are recruited by the company:

- ❖ Ensuring hygiene, health, safety and well-being at work
- ❖ Guaranteeing good working conditions to improve employee commitment
- ❖ Promoting diversity in the workplace and gender parity
- ❖ Developing employees' professional skills
- ❖ Promoting our ability to attract and support talent

OUR CONTRIBUTION TO THE SDGs



Guaranteeing hygiene, health, safety and well-being at work

Our approach

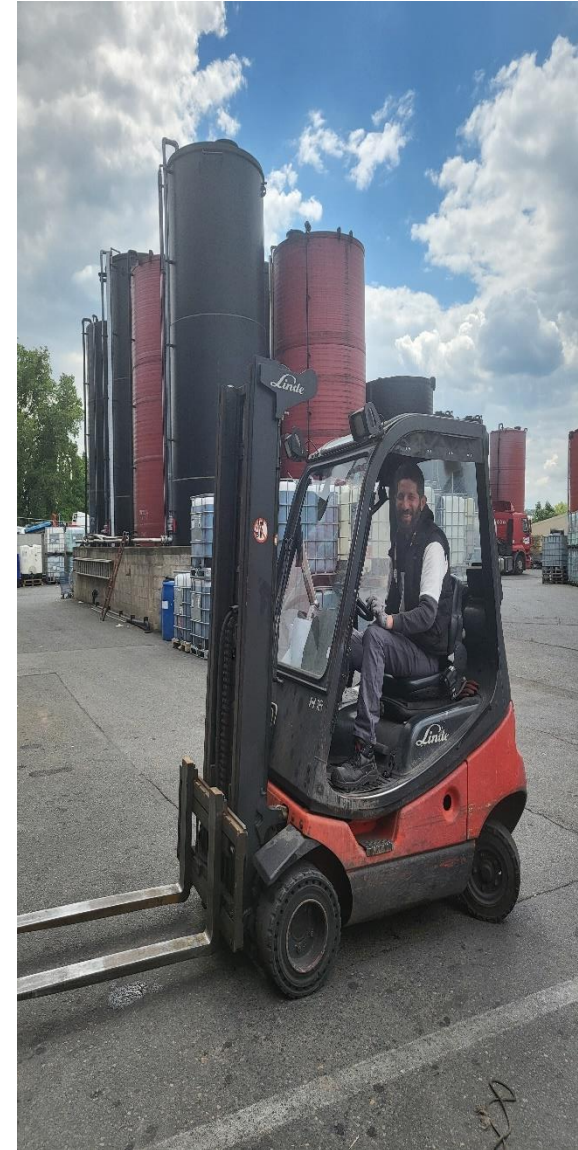
ABAX Industries works with everyone concerned to prevent occupational risks, including those linked to arduous working conditions. Senior management and managers are responsible for the prevention approach and the resulting actions. Occupational medicine is a stakeholder in this process, as is the Social and Economic Committee (CSE).

Each employee also has a role to play, from identifying risks to drawing up and implementing preventive action plans.

The company has procedures which are regularly reviewed for ongoing monitoring, evaluation and recording safety and health protection measures. Our job descriptions include the risks associated with the position, and the Health & Safety Policy is formalised including employee training, PPE, application of rules by all, reporting of risk situations or accidents and compliance with procedures.

Risk assessment: a cornerstone of our health and safety approach.

Risk assessment is one of the pillars of our occupational health and safety management system. The company's Single Occupational Risk Assessment Document (DUERP) was updated in May 2023 and we keep an accident register.



Preventing chemical risks

In view of our activities, our prevention approach obviously focuses on the prevention of chemical risks. Chemical risks are the result of exposure to or use of hazardous chemicals, which can have harmful effects on health. Our approach to preventing chemical risks focuses on:

- ❖ identification of hazardous products on site in the company, whether they are used as such or generated by an activity or process in the form of gas or dust;
- ❖ exhaustive and rigorous risk assessment, taking into account risk severity.

We are strongly committed to reducing our employees' exposure as much as possible. Priority actions focus on eliminating or replacing dangerous products and processes with other, less dangerous products or processes, and to collective protection measures. Our prevention approach also includes the following measures:

- ❖ employee information, awareness and training;
- ❖ application of individual and collective hygiene measures; implementation of emergency procedures;

- ❖ monitoring the health of exposed employees.

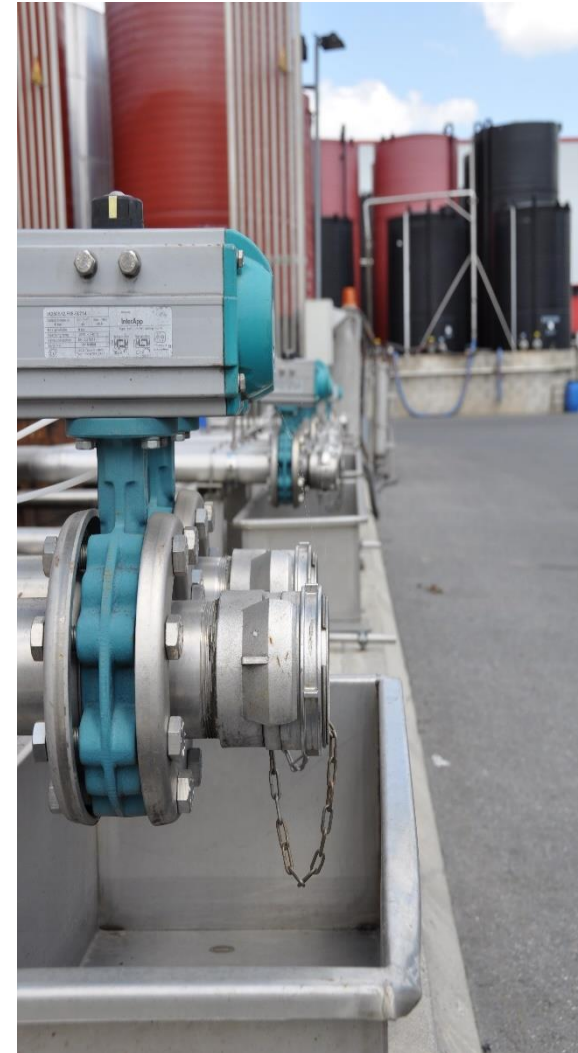
Combating psychosocial risks

Our prevention approach also addresses psychosocial risks, in the same way as other occupational risks. Such risks may be due to the activity or caused by the organisation and working relationships.

Managing industrial risks

Industrial risk is defined as an accidental event that may occur on an industrial site involving hazardous products and/or processes and leading to immediate and serious consequences for employees, local residents and the environment. To limit occurrence and consequences of industrial risks, the most dangerous establishments are subject to special regulations and regular inspections. This is the case for our industrial site at Villeneuve-le-Roi, which is classified as an ICPE, a site classified for environmental protection, and subject to declaration.

We have prepared a prevention policy, adapted to the context, which is our roadmap for the prevention and management of industrial risks. We also have a security plan to prevent malicious acts due to our "known supplier" status for the airports.



Guaranteeing good working conditions to improve employee commitment

This means being more attentive in the field every day and developing new solutions to improve working conditions for our employees to show our high standards for the prevention of work-related accidents and illnesses, empowering employees and managers for occupational health and safety, and the work-life balance.

When employees enjoy a high-quality working environment, they are more effectively engaged in serving our industrial customers and the millions of users we serve indirectly every day all over the world.

Improving quality of life at work

Quality of working life (QoWL) is a key factor in developing employer attractiveness, improving creativity, commitment, motivation and employee loyalty, as well as preventing psychosocial risks and reducing absenteeism. The Group has taken many initiatives to improve the environment and working conditions.

In 2019, ABAX Industries launched an ongoing initiative on working conditions and, more generally, quality of working life, particularly through substantial investment in managerial training. Many initiatives and quality initiatives have helped to improve the working environment and working conditions.

We are aware of the importance of protecting health, promoting quality of working life, and providing employees with a work-life balance.

Numerous initiatives are undertaken every year with our social partners. Actions focus on fitting out premises and workstations, taking QoWL into account in projects, supporting change, inclusion and combating stereotypes. These initiatives are designed to encourage employees to express their views on their work and are part of a preventive approach that identifies, assesses and addresses situations that may present psychosocial risks.

Social dialogue

ABAX Industries strives to encourage social dialogue. The principal of respect for freedom of association and collective bargaining is integral to the Group's Code of Ethics.

Social dialogue is a beneficial process for negotiation, consultation and exchange of information between the company and employee representatives. It facilitates collaborative efforts to increase the company's positive social impact. Social dialogue is organised with the members of the Social and Economic Committee (CSE) who have replaced staff delegates.

REVIEW OF COLLECTIVE AGREEMENTS

All ABAX Industries employees are covered by the Convention Collective Nationale des Industries Chimiques et Connexes dated 30th December 1952. A company agreement has been signed to improve working conditions for employees aged over 55 before retirement. In 2023, elections were held to set up a Social and Economic Committee (CSE). The members of the CSE are elected for four years.



Promoting diversity in the workplace and gender parity

Combating discrimination



Since 2022, ABAX Industries has continued to commit to the Diversity Charter. This signature formalises the company's commitment to diversity at the highest level. We take a proactive approach to promoting diversity, with actions that exceed the requirements of the legal framework for tackling discrimination.

Combating gender inequality in the workplace

We ensure no gender inequalities are created in the company. ABAX Industries reaffirms its commitment to the principle of non-discrimination between genders, and the recognition that gender diversity in the workplace is a source of complementarity, social balance and economic efficiency.

When recruiting, we are proactive in promoting gender diversity and gender balance in our departments.

We also pursue and improve our equal pay policy. One of our priorities is creating conditions that are conducive to employees combining parenthood with individual performance.

We encourage equal access to vocational training regardless of gender. In accordance with the law on the freedom to choose one's professional future, we publish the ABAX Industries Gender Equality Index every year before March 1st. In 2023, the Gender Equality Index was 86/100. The index has dropped slightly since 2022 when it was 88%.

This year, the average pay gap between men and women is 6.7%, favouring men. The pay gap has narrowed compared with 2022 when it was 6.8%. The percentage of women among the 10 highest earners in 2023 is 5 points lower than last year.

Giving jobs to people with disabilities

Whenever possible, we call upon ESATs, establishments or services organising inclusive employment of people with a disability. ABAX Industries employs people with disabilities indirectly by using a service provider that works with partner ESATs to recycle waste paper and purchase reconditioned pallets.

Collected paper is taken to an ESAT where it is identified and weighed before being sorted by quality. Each quality is then baled. The material is then washed, refined, pulped, de-inked and reeled for reuse.



Developing employees' professional skills

Developing human capital through training

We keep pace with developments in our core businesses and anticipate future demands with a policy of ongoing training for our employees. A personalised induction programme is developed and implemented for new employees. The programme is adapted to their specific profile and to the professions and departments concerned.

The development of our human capital is of paramount importance for ABAX Industries. It optimises both our employees' employability and the company's competitiveness and attractiveness. Our aim is to foster and enhance our capital of expertise.

In-house training is encouraged, with emphasis on teaching and facilitation based on the company's specific concerns and information. All new recruits, regardless of their employment contract, are all given at least one day of induction training. During this training, we present important rules for safety, quality management and occupational chemical risks.

ABAX Industries spent 3.13% of the payroll on training. This amount is well above the legal requirement in France of 1%.

In 2023, 21 employees, or 26% of the total workforce, benefited from at least one internal or external training course. As a result, we did not achieve our objective of ensuring 50% of employees benefited from training during the year.

Promoting our ability to attract and support talent

Assessing our employees' professional skills

The annual appraisal interview is an opportunity for each employee to meet their line manager to analyse their training needs and review the past year. This interview is a valuable opportunity for dialogue between the employee and their manager.

By 2023, all of the Group's employees will have had an interview or appraisal.



Our employees' expertise is the most valuable asset of a design and production company like ours. It is important to recognise our employees for their merit and commitment by enabling them to advance in their profession.

Internal promotion, individualised development plans and a fair pay policy all contribute to offering motivating prospects for professional development and personal fulfilment to our employees.

Our workforce

On the 31st of December 2023, the Group's total consolidated workforce was 81 employees, following the merger with DPE.

Consolidated workforce by site



Most of the remaining 5% have fixed-term contracts.

WORKFORCE BY GENDER AND LOCATION

	2022		2023	
	Men	Women	Men	Women
Villeneuve-le-Roi	78%	22%	76%	24%
Domloup	79%	21%	78%	22%

The proportion of women in the overall workforce by gender increased by two points between 2022 and 2023.

WORKFORCE BY TYPE OF CONTRACT

	2022		2023	
	PERMANENT CONTRACT	FIXED-TERM CONTRACT	PERMANENT CONTRACT	FIXED-TERM CONTRACT
Villeneuve-le-Roi	96%	4%	97%	3%
Domloup	90%	10%	94%	6%

Recruitment and departures

Our recruitment policy is open to all internal and external candidates, regardless of gender, age, education, disability, origin, nationality and culture. We are constantly recruiting new talent from all over France, boosting the inclusive nature of our teams.

ABAX Industries recruited 8 employees in 2023, when 6 people also left the company.

Turnover in the Group is low. In 2023, the average length of service was 5.7 years, whereas in 2022 it was 7 years. The drop is due to two retirements. In a tight labour market, where there is a shortage of talent and high employee turnover, protecting and securing our human capital is a high priority. It is a challenge to attract talent, then foster employee loyalty. This is one of our priorities.

Remuneration

Our ability to attract talent and foster employee also depends on a fair, motivating and equitable remuneration system. We offer a remuneration system in line with market practice. We also ensure internal fairness to motivate and involve our employees.

Employee performance is recognised and rewarded fairly and transparently.



5

**PROMOTING
SUSTAINABLE
DEVELOPMENT
THROUGHOUT
OUR VALUE
CHAIN**

We believe that growth is only sustainable if it is shared. ABAX Industries is committed to building lasting relationships with its partners worldwide by balancing our respective interests, trust and reciprocal CSR commitments.

Our approach to promoting CSR throughout our value chain is based on the following principles, which are applied throughout the company:

- ❖ Improving transparency, communication, reporting, dialogue with stakeholders, and the responsible purchasing approach
- ❖ Improving the energy efficiency of our site and reducing our carbon footprint

OUR CONTRIBUTION TO THE SDGs



Improving transparency, communication, reporting, dialogue with stakeholders, and the responsible purchasing approach

Dialogue with our stakeholders

ABAX Industries is committed to refining its strategy with stakeholders to ensure the business is responsible and sustainable. Our aim is to work together, in a spirit of dialogue and partnership, listening to their concerns and expectations and providing them appropriate responses,



Stakeholders	Main expectations and concerns	Dialogue and information	Responses provided by ABAX Industries
Customers	<ul style="list-style-type: none"> • Protecting user health and safety • Regulatory compliance • Duty of care • Reducing the environmental impact of products • Fair practices • Innovation • Information and transparency • Business ethics 	<ul style="list-style-type: none"> • Satisfaction surveys • Sharing CSR information via the EcoVadis collaborative platform • Meetings for dialogue • Customer audits • Publication of an annual CSR report • Website • Sharing information on social networks 	<ul style="list-style-type: none"> • Measuring customer satisfaction • REACH compliance programme • Quality and Safety policies • ISO 9001 certifications • Environmental assessment of our products with EVOLIA™ by ABAX • ICPE audit of our industrial site • Responses to EcoVadis and ACESIA questionnaires • Collaborative projects • Responsible purchasing
Employees	<ul style="list-style-type: none"> • Respect for human rights and international labour standards • Working conditions and quality of life • Occupational health and safety • Bonus and employability • Equal treatment 	<ul style="list-style-type: none"> • Employee representative bodies • Social dialogue • Annual appraisals • Notice boards throughout the site • Intranet site 	<ul style="list-style-type: none"> • Human Resources and Occupational Health and Safety Policies • Diversity Charter • Code of ethics • Collective agreements • 3.13% of payroll dedicated to training • Recycling waste • Raising employee awareness of eco-driving

Stakeholders	Main expectations and concerns	Dialogue and information	Responses provided by ABAX Industries
Suppliers	<ul style="list-style-type: none"> • Long-term partnerships • Business ethics • Compliance with payment deadlines • Support for CSR assessment of their practices • CSR best practice 	<ul style="list-style-type: none"> • Terms and conditions of purchase • Supplier CSR Charter • Meetings for dialogue • Sharing CSR information via the EcoVadis and ACESIA platforms 	<ul style="list-style-type: none"> • Code of ethics • Raising buyers' awareness of the fight against corruption • Supporting suppliers for assessing their CSR practices • Compliance with payment deadlines • Favouring raw materials of European origin for the products with the highest impact
Local communities and associations	<ul style="list-style-type: none"> • Creating sustainable jobs • Social investments • Industrial risk prevention • Pollution prevention • Sustainable use of resources • Protecting user health and safety 	<ul style="list-style-type: none"> • Dialogue on request • Publication of an annual CSR report • Sharing information on social networks 	<ul style="list-style-type: none"> • Donations • Possible visits to our industrial site • School-business partnerships • Recruitment of trainees and apprentices
Public authorities	<ul style="list-style-type: none"> • Compliance with regulations • Information and transparency 	<ul style="list-style-type: none"> • Meetings on request to present our activities 	<ul style="list-style-type: none"> • Regulatory monitoring and compliance

Stakeholders	Main expectations and concerns	Dialogue and information	Responses provided by ABAX Industries
Local residents	<ul style="list-style-type: none"> • Prevention of major industrial risks • No odour or noise pollution • Pollution prevention: effluents, emissions, waste, etc. 	<ul style="list-style-type: none"> • Social dialogue with local residents about on industrial risks on request 	<ul style="list-style-type: none"> • Major accident prevention policy at the site which is subject to ICPE regulations • Environmental and energy policies • Noise and odour reduction and pollution prevention measures
Competitors/trade associations	<ul style="list-style-type: none"> • Sharing knowledge • Fair competition • Respect for intellectual policy 	<ul style="list-style-type: none"> • Meetings for dialogue 	<ul style="list-style-type: none"> • Involvement in several professional associations: SAE, FEHR, etc. • Participation in collective initiatives

Sharing our CSR information with our customers

CSR is now a criteria for customers like innovation, quality, logistics and competitiveness. We are members of several collaborative platforms to provide them with access to our CSR information.



We have been a member of the EcoVadis platform since 2018 and complete their CSR assessment questionnaire. We have given over 60 customers access to our scorecard. EcoVadis analyses the responses and supporting documents provided then awards a score out of 100. Our last evaluation was in February 2024.

With a score of 69/100, one point higher than in 2023, we received the Silver medal, placing us in the top 15% of companies assessed.



We are also members of the ACESIA platform. Our production site complies with the CSR questionnaire and customers can request a site audit. Our audit reports are published for our customers on the platform.

Measuring customer satisfaction

Customer satisfaction measures the attention ABAX Industries pays to customer needs and preferences. It is vital for our continued success. As part of the ISO 9001 quality management system in place, a satisfaction survey is carried out every year. We are introducing the Net Promoter Score (NPS) in 2024 to evaluate customer satisfaction and loyalty in the following areas:

- ❖ commercial relationship;
- ❖ order processing and tracking;
- ❖ deliveries and related commitments;
- ❖ quality monitoring;
- ❖ key products and expertise;
- ❖ CSR approach.

CSR is now added to more traditional criteria for questions we ask our customers about their satisfaction. The results of satisfaction surveys sent to customers will be analysed by the Quality department, which will provide internal feedback to the departments concerned and to customers if necessary.

The Quality department also produces a quantified report on the results of customer satisfaction measurement using a different methodology, which is presented each year at the Quality Management Review.



Implementing a responsible purchasing approach

Our commitments

The company integrates environmental, social and health aspects into its purchasing practices and processes, including for our subcontractors. Human rights is always an issue in our supplier relations.

We aim to involve our suppliers in our responsible purchasing policy to make CSR a serious criteria like quality, costs and lead times for selecting suppliers. The introduction of a responsible purchasing approach has recently become a clear strategic priority of our Sustainable Development Policy. In concrete terms, this commitment can be broken down into two objectives to be quantified in 2025:

- ❖ increase the percentage of ABAX Industries purchases from ISO 14001 certified suppliers;
- ❖ assess the CSR approach of over 90% of the company's significant suppliers with a questionnaire.

Our approach

ABAX Industries encourages its suppliers to have their CSR performance assessed regularly by an independent third-party organisation and to measure the social and environmental footprint of their activities. A CSR Supplier Evaluation Questionnaire is offered to suppliers, covering the various CSR themes

Involving our suppliers in our CSR approach

ABAX Industries aims to include their suppliers as stakeholders in the CSR approach. The Purchasing department asks the company's most significant suppliers to complete the CSR questionnaire to ensure they commit to respecting six fundamental CSR principles in the following areas:

- ❖ Human Rights;
- ❖ labour standards;
- ❖ environment;
- ❖ the fight against corruption.

By doing so, our suppliers demonstrate their willingness to commit to a CSR policy and to improve their performance on these issues.

Improving the energy efficiency of our site and reducing our carbon footprint

We have installed LED lighting all over our site.

The 2022 carbon audit was conducted with support from an independent third-party organisation. We also submitted our low-carbon action plan to SBTi, and it was approved.

APPENDICES

Reporting methodologies and protocol

The non-financial information published in this report covers the period from 1st January to 31st December 2023.

Scope of consolidation

The scope of consolidation for the social, environmental and societal information in this report covers all ABAX Industries sites at Domloup and Villeneuve-le-Roi in France, where the head office is located, as well as the two advanced storage sites in Athis-Mons and Roissy. These entities account for the entirety of ABAX Industries' consolidated turnover in 2023.