



Report - 2025

CORPORATE SOCIAL RESPONSIBILITY



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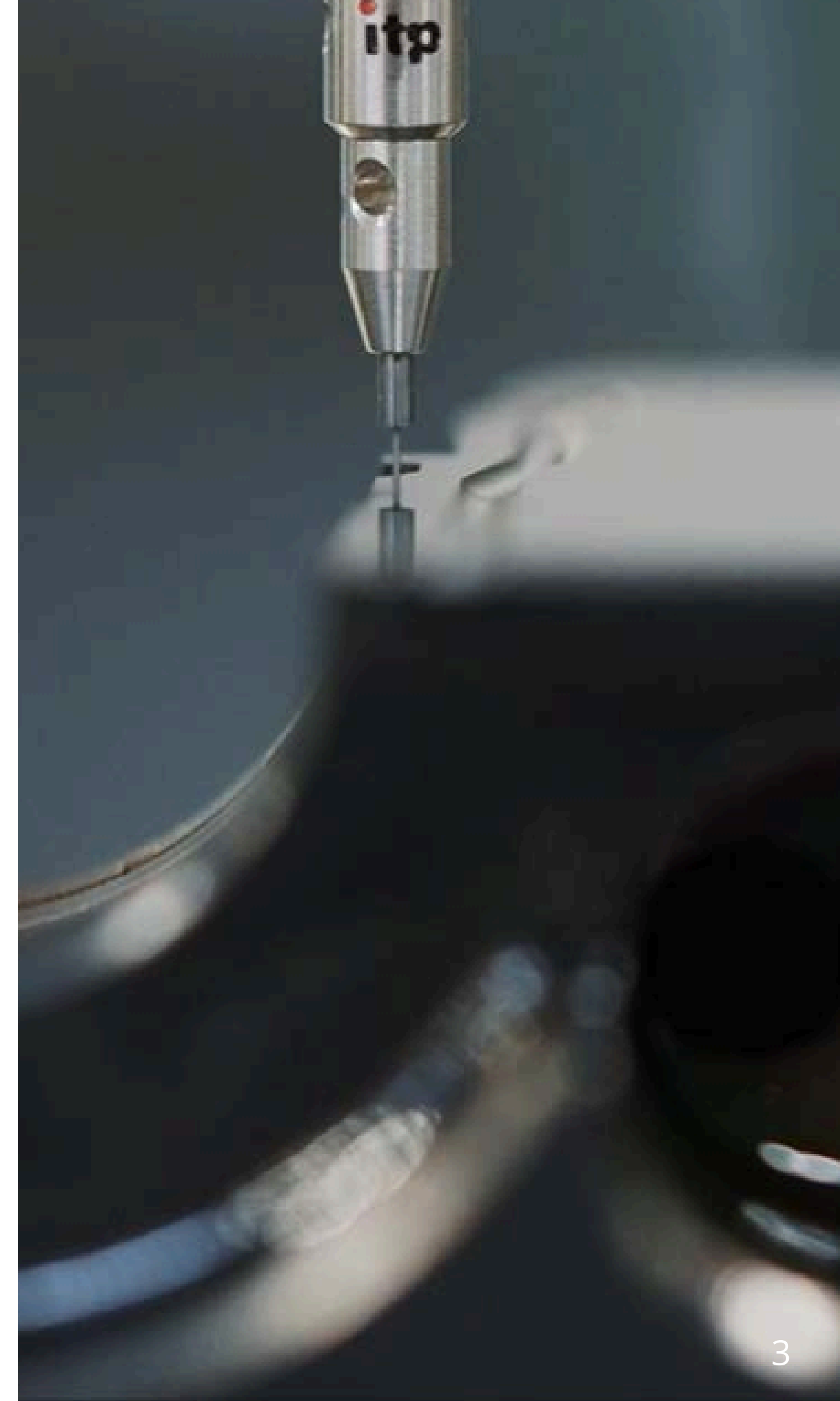
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Editorial

"Manufacturing high-precision, high-cavitation molds to serve our customers around the world requires a strong and ongoing commitment to sustainable and responsible business practices.

Our efforts contribute positively to society and the environment. Our CSR report strongly commits PLASTISUD to reducing our carbon footprint, strengthening our ethics at all levels of the company with our valued partners and customers, and placing our employees at the heart of the project.

I thank all those who are involved in this daily effort in favor of our corporate values.

Let us continue to work together to make our company a model of responsibility and sustainability."

Xavier VIRCONDELET
General manager



Presentation of PLASTISUD

- Mold maker for over 60 years
- Family business
- World leader in the design and construction of high-performance, high-precision injection molds
- Cutting-edge technology for multi-cavity molds (including hot runner systems)
- Customer support and advice, from the object plan to the start of production and throughout the life of the mold

PLASTISUD in a few figures



**65 M€
in 2024-2025**



16 000 m² workshop



**5 to 10% of turnover invested in
machine-robots-tools**



+5000 molds delivered worldwide



85% export sales



Governance

Stakeholders

At PLASTISUD, we want to go further and we are expanding our vision of quality. It's no longer just about ordinary production: we must ensure the real social, ethical, and environmental value of our products. We must no longer just produce more, we must produce better. This concerns the company's entire value chain.

Our Management, our leaders and our employees maintain regular exchanges with stakeholders linked to our CSR strategy

- **Customers**
- **Suppliers**
- **Employees**
- **HSE Group**
- **Neighbors,**
- **Municipality**
- **Investors**
- **Banks**
- **Shareholders**

We are convinced that the involvement of companies in these issues will be increasingly important in the future and wish to pursue a lasting and sustainable commercial relationship with our partners.



Governance

CSR governance

Corporate Social Responsibility (CSR) is managed in a structured way at PLASTISUD. The Executive Committee and the Strategic Committee define the company's CSR orientations and ambitions.

On the ground, CSR ambassadors are responsible for implementing the strategy in line with the objectives set by the committees.

This report has been prepared based on the principles of the **GRI Standards – Core option**, to ensure transparency, comparability, and consistency in our approach.



SOCIAL AND HUMAN RIGHTS



This challenge responds to 3
of the UN Sustainable
Development Goals (SDGs):





At PLASTISUD, we strive to preserve, strengthen, mobilize, and energize our most valuable asset: the women and men who make up our company. Their well-being is a priority.

For several years, we have been undertaking a modern transformation in human resources. Diversity, equality, modernization of security measures... we are working to build a work environment that meets the standards of a contemporary French company.

Our social policy defines the precise social framework within which our activities and future objectives are conducted. It complements our internal regulations and aims to demonstrate PLASTISUD's commitment to its employees, particularly their protection.

The peace of mind of our employees is a paramount requirement. We want the men and women who contribute to PLASTISUD's success to work in conditions suited to their position and to benefit from everything necessary to achieve this.





Respect for human rights

Respect for people is a fundamental value of PLASTISUD. We believe that everyone has the right to respect and dignity of their physical and moral person.

The Universal Declaration of Human Rights enumerates fundamental rights. It is internationally recognized, and we are committed to conducting all our activities in accordance with its principles. We are committed to always acting fairly towards our employees but also towards any other person outside PLASTISUD.

We guarantee a working environment that ensures the dignity of everyone.

We are strictly opposed to child labor and forced or compulsory labor.

We do not tolerate any form of child labor, forced or compulsory labor, among our suppliers and business partners.

To this end, we undertake to ensure that no legal action is taken in connection with non-compliance with labor law.





Safety, top priority

The health and safety of employees is a priority for PLASTISUD.

No activity can take precedence over this one.

We are committed to providing a safe work environment by implementing the necessary measures to protect our employees. To prevent workplace accidents, we are committed to implementing all necessary measures at our disposal. This is our responsibility and our duty.

We are working increasingly to raise awareness among all our employees about wearing the personal protective equipment made available to all.

We are committed to respecting and accepting any right of withdrawal of our workers in case of doubt about their safety and health before carrying out a task.

To ensure we meet our commitments, we measure the frequency of lost-time accidents. We calculate the rate of work stoppage and occupational illness. Finally, we monitor the severity rate of lost-time accidents.

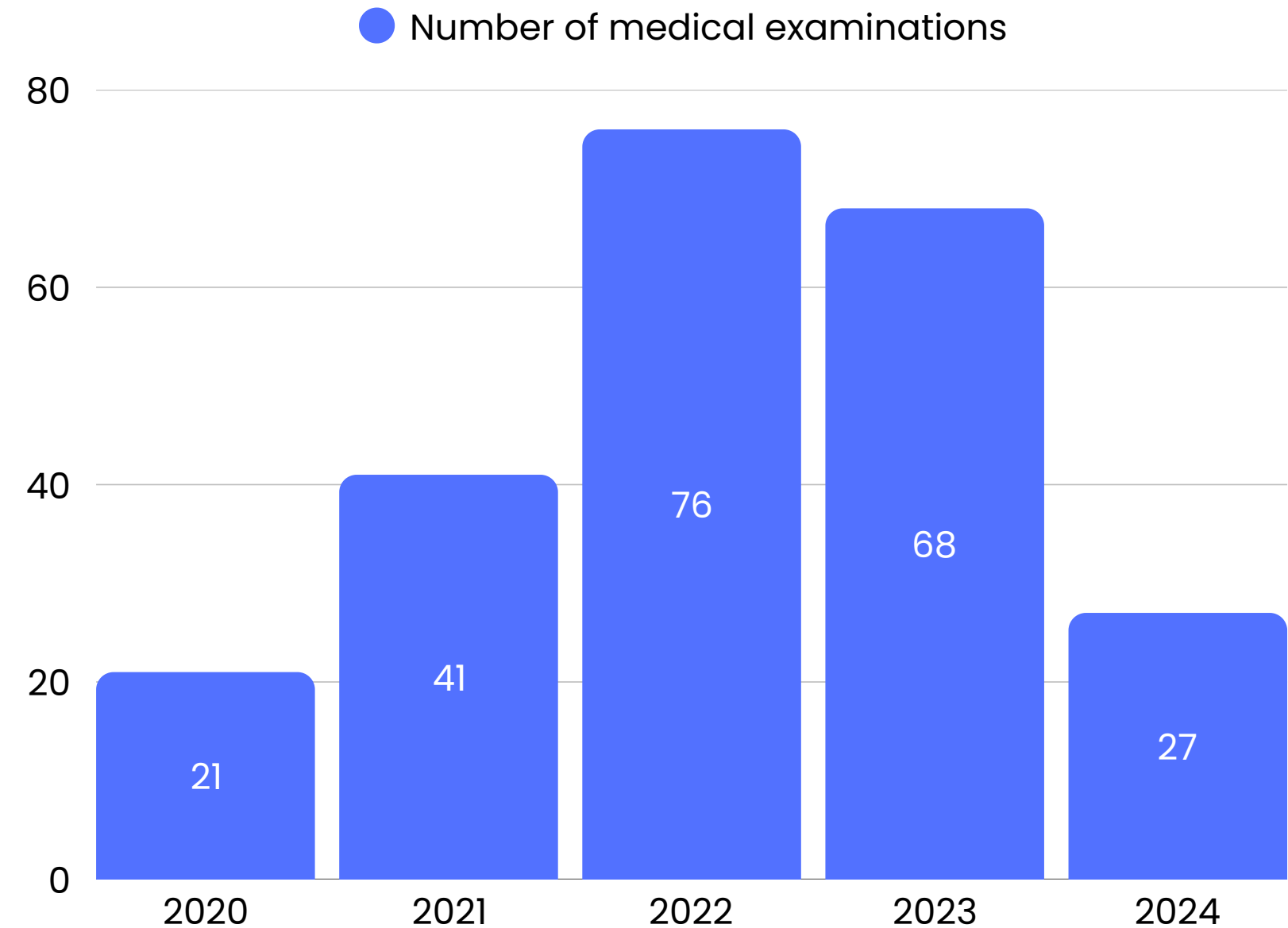




Monitoring of medical examinations

Throughout their career in the company, employees are subject to a certain number of medical examinations aimed at validating their ability to carry out their duties in the company or detecting possible dangers to their health at the workplace.

Employees are informed by means of notices of the various recurring medical visits they will have to undergo during their career.





Risk management

We are committed to identifying all health risks that our activities may present through the “single document” which is examined by the competent authorities.

PLASTISUD is committed to always seeking the best means of protection for its employees at their workstations and to reducing all risks related to our activities on the health of employees and visitors.

To do this, we carry out awareness-raising projects, such as on the use of chemicals for cleaning parts.

We have provided chemical wash bottles identified with the corresponding product/logo/safety instructions.



Security Awareness

When signing their contract, new employees are given the QHSE welcome booklet, in which they will find information relating to:

In the work environment

- Practical information
- To health-safety-environment

This document is regularly updated as soon as changes are made to the site.

We are committed to ensuring that our employees are trained in these rules from their first day at PLASTISUD.



PLASTISUD

Santé au travail Sécurité Environnement

PERSONNEL SAUVETEUR SECOURISTE AU TRAVAIL (SST)
Des personnes se sont volontairement formées pour être SST. Dans l'atelier, ils sont identifiables grâce au macaron SST vert floqué sur leur polo. La liste complète est affichée dans chaque section et à l'entrée des vestiaires.

Une trousse à pharmacie est mise à disposition des salariés SST au niveau des vestiaires
Un défibrillateur est installé dans l'atelier, à côté de la porte qui mène à l'accueil. Tout le monde est en capacité de l'utiliser. Certaines personnes sont formées.

PLAN D'ÉVACUATION
Les points de rassemblement sont installés au niveau du parking de l'entreprise.
Ils sont matérialisés par ce panneau :

Voici leurs localisations :

PLASTISUD

Santé au travail Sécurité Environnement

EQUIPEMENTS DE PROTECTION INDIVIDUELS
Les chaussures de sécurité et les protections auditives sont obligatoires pour le personnel travaillant dans l'atelier.
Des chaussures vous sont remises le jour de votre arrivée. En attendant des protections auditives sur mesure, des bouchons d'oreilles jetables sont à votre disposition en libre-service à certains points de l'atelier. Les protections auditives sur mesures sont fournies pour une durée de 6 ans, durant lesquels en cas de casse ou de gênes elles pourront être échangées. En cas de perte, vous devrez utiliser de nouveau les bouchons jetables en attendant la fin des 6 ans.
Une commande de chaussures et de polos est organisée une fois par an, avant l'été. Vous pouvez passer commande au magasin dès lors que vous avez l'information que la campagne est en cours. Les autres consignes de sécurité sont indiquées dans chaque Mode Opérateur de votre section.

MOYENS DE LEVAGE (CHARIOTS ÉLEVATEURS, NACELLES...)
Toute utilisation des moyens de levage doit faire l'objet préalable d'une autorisation de Plastisud.

PRODUITS CHIMIQUES
Des armoires et des lieux de stockages identifiés sont disponibles pour les produits chimiques.
Ne pas déposer/stocker de produits avec un logo inflammable à côté d'une source de chaleur.
Les fiches de sécurité (FDS) de chaque produit chimique sont disponibles sous le réseau P:\Securite\Produits chimiques.



Working conditions

PLASTISUD is committed to employing all workers with a freely agreed employment contract. This contract specifies working conditions, schedules, and guaranteed compensation.

We ensure that any overtime - in addition to the normal hours mentioned in the contract - is paid.

In accordance with French law, we prohibit forced labor and child labor. All our employees work voluntarily and can terminate their contract within the stipulated timeframe.

We pay special attention to our young apprentices. Their safety and health are closely monitored by their supervisor.

We monitor the absenteeism rate and the number of individual interviews conducted.





Company mutual insurance

The company has a collective family insurance contract. The company covers almost 93% of the premium.

In addition, each employee can contribute to certain options (dental, alternative medicine, etc.) and thus benefit from better support in selected sectors.

Restaurant tickets



Each employee is entitled to 1 Restaurant Voucher worth €9.20 per working day. This amount is covered half by PLASTISUD (€4.60) and half by the employee (€4.60) and can be spent on lunches in nearby bakeries/restaurants and supermarkets.

Coffee machines

PLASTISUD offers free coffee to all its employees. We believe that good ideas don't always come from brainstorming sessions, but also during a pleasant coffee break. Everyone can enjoy a fresh cup of coffee at any time of day.



Winter & Summer Appetizers

Every year before the start of the summer holidays, all employees are invited to a cocktail party at the end of the working day in our canteen.

This aperitif allows the different departments to have other topics of conversation outside of working hours, in a friendly atmosphere.

Giant lunches at PLASTISUD



Twice a year, weather permitting, PLASTISUD organizes a giant outdoor lunch at the company.

These friendly moments allow our teams to bond, since employees spend 1.5 hours together around a convivial meal (BBQ, paella, etc.).



Family celebrations



We invite our employees and their families to join us at two major events:

- **Summer party in July**

Entertainment and games are organized during the day with a snack and dinner in the evening.

- **Christmas period**

All children up to the age of 15 receive a Christmas gift and enjoy a dedicated show, a snack, and an unforgettable meeting with Santa Claus.

- **A lot of good things**

All employees receive a Christmas gift: a basket of French gourmet products that they can share with their loved ones.





Social dialogue



We have established a secure and confidential whistleblowing channel to report any regulatory violations or potential harm to the company. Our detailed internal procedure ensures that whistleblowers know who to contact and how to report incidents, on what topics, while remaining protected.



We strive to create a working atmosphere conducive to the professional development of all. We believe that dialogue between management and staff must always remain open, which is why our managers are always available.



We are committed to receiving and reviewing 100% of our employees' requests and comments. A "suggestion box" facilitates this process. Employees can submit their requests, and we promise to respond as quickly as possible.

PlastiNews – Internal document from PLASTISUD



In order to strengthen internal communication and have a clearer vision of the company's various activities and what is happening there, a quarterly internal newspaper was created in June 2022, called "PlastiNews".

A 4-page magazine to communicate about the different departments and sections of the company, about customers and markets, new hires, upcoming training courses, dates to reserve (meetings, meals, etc.), all accompanied by photos.

The cover includes a "Word from the President" and each issue highlights an employee through their portrait.

Made from 100% recycled paper, this newsletter also allows our employees' families to learn more about the company and to discuss various topics together.



Career management and training

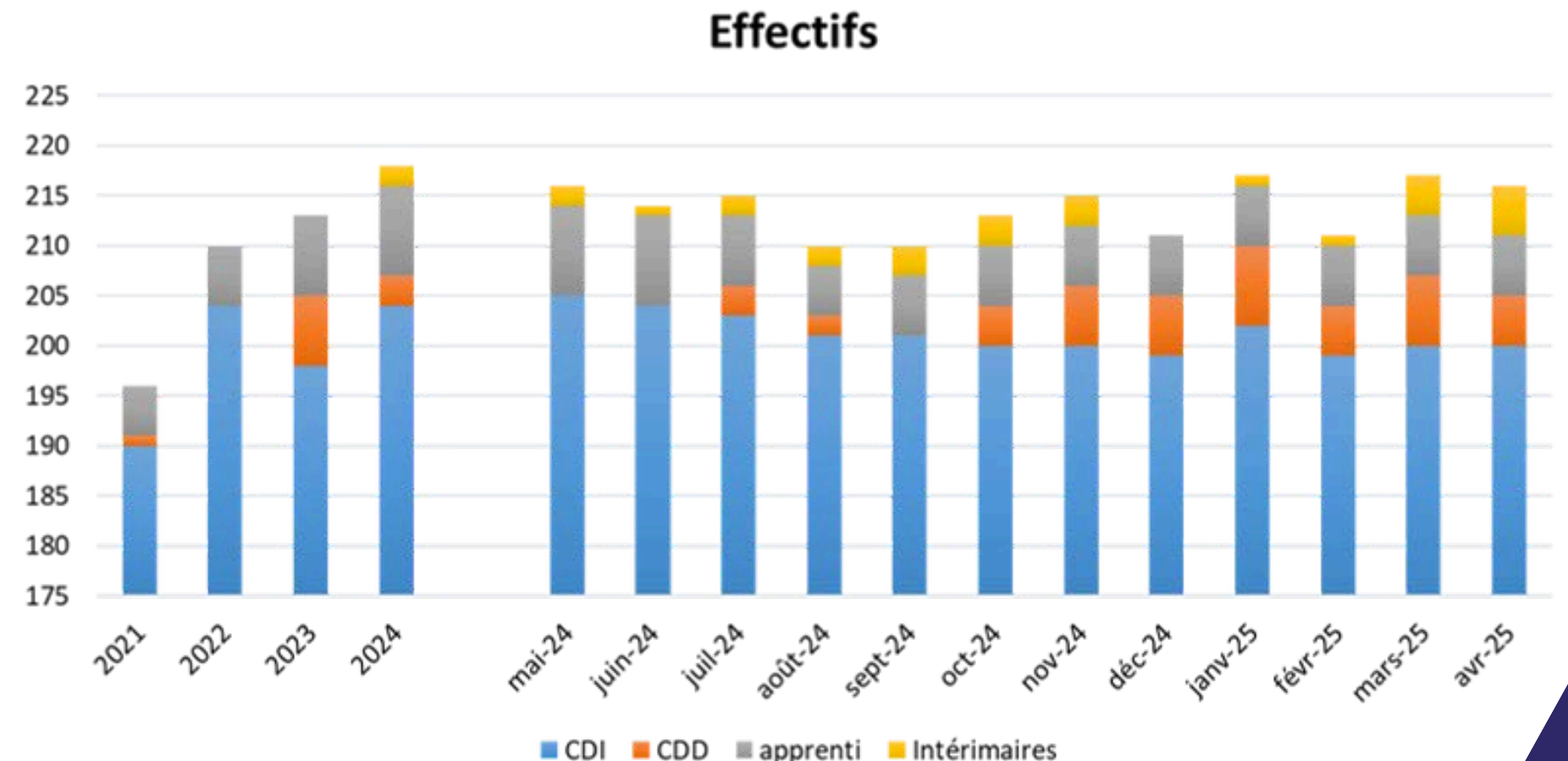
Thanks to the expertise of the men and women who work in our workshop and in our Design Office, PLASTISUD is today recognized as a reference in the world of molds.

Our ambition is to acquire and retain talent in our specialized sector of activity, which requires specific technical skills. It is in our own interest to engage in a process of increasing skills and career plans. To enable everyone to reach and maintain the best level and increase their skills, we are committed to providing the training deemed necessary by managers.

Our employees are hired on permanent contracts, which provides security for our employees.

As of April 30, 2025, PLASTISUD had 214 employees.

In this sense, we monitor the number of training sessions per year and per employee, the proportion of employees on permanent contracts, the number of changes in the skills matrix and the percentage of individual interviews carried out.



The transmission of our know-how has been carried out since 1964. It is a value of the company and everyone can hope to acquire expert know-how in our workshops and design offices.

In 2024, 734 hours of training were completed by our employees.

For equivalent positions, we are committed to guaranteeing each employee the same career opportunities without any form of discrimination.

As internal positions are open to all, selection is based on merit.

During the professional interviews that take place every two years, we are committed to ensuring that employees can express their wishes regarding their career path and professional development.



Equality and inclusion



PLASTISUD condemns all forms of discrimination based on age, gender, disability, skin color, ethnic origin, sexual orientation, political or religious opinions. All candidates are treated fairly and impartially, without taking into account the discrimination criteria listed above.

The professional development of each individual cannot be impacted by these criteria.

With equal skills and experience, we are committed to guaranteeing consistent remuneration.

Furthermore, in accordance with our internal regulations, any employee involved in acts of moral, physical or sexual harassment will be liable to disciplinary sanctions.

To do this, we monitor the evolution of the proportion of women in the workforce.

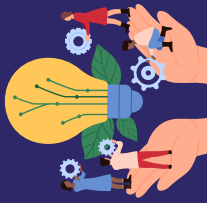
We also monitor the pay gap between women and men, for equal work and skills, through our "Equality between men and women" plan.

IMPROVEMENTS AND INNOVATIONS TO SERVE OUR CUSTOMERS



This challenge responds to 1
UN Sustainable Development
Goal (SDG):





Improvements and innovations

Innovation at the heart of our model, a guarantee of sustainability

Our design office and R&D teams are continually working to improve technologies to help our customers reduce the environmental impact of their packaging (weight, recyclability, etc.).

We design and machine high-cavitation molds that optimize yields and thus reduce the energy, raw materials and infrastructure required on our customers' production lines.

Every year, we invest 10% of our turnover in our machinery, which allows us to improve our part machining efficiency. The new machines are also more energy-efficient, and the renewal of our fleet allows us to achieve significant energy savings as well as better waste treatment.



Improvements and innovations

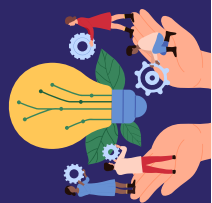
Reduction of energy consumption of molds during their use

To reduce its greenhouse gas emissions, PLASTISUD is taking on the challenge of reducing the energy consumption of its molds. To achieve this, the project is taking place in four stages:

1. Establish a research and development program with the PLASTISUD Engineering team to reduce thermal losses
2. Make current calculations more reliable (based on average consumption) and carry out technological monitoring
3. Estimate an average reduction in consumption per cavity at the end of the R&D program
4. Create an experimental plan on a test mold by providing a technological solution

The goal is to reduce the consumption of our mussels by 5 to 10%.

This will result in a potential reduction in our carbon footprint of 612 t CO₂e (at constant activity).



ENVIRONMENT



This challenge responds to 2
UN Sustainable Development
Goals (SDGs):



At PLASTISUD, we are convinced that the environment is everyone's business: individuals, businesses and institutions.

New regulations are driving us to continually develop innovative solutions. Innovation is in our DNA, and our research and development teams are working tirelessly to optimize molds and production techniques.

In this context, two important topics must be mentioned:

- **Attached caps that remain on their bottle neck, cardboard box or bag in box (European regulations)**
- **Dry-molded fiber packaging, fully biodegradable, a partnership we have with Pulpac, a Swedish company.**

PLASTISUD is proud to be a leader in its market, designing and manufacturing molds that meet new regulations and lightening plastic parts.

We thus participate directly in reducing our customers' carbon footprint by providing them with the tools to produce better.

As a French industrial company based in Aude, we benefit from a precious and high-quality environment that we must preserve.



Energy consumption and GHG emissions

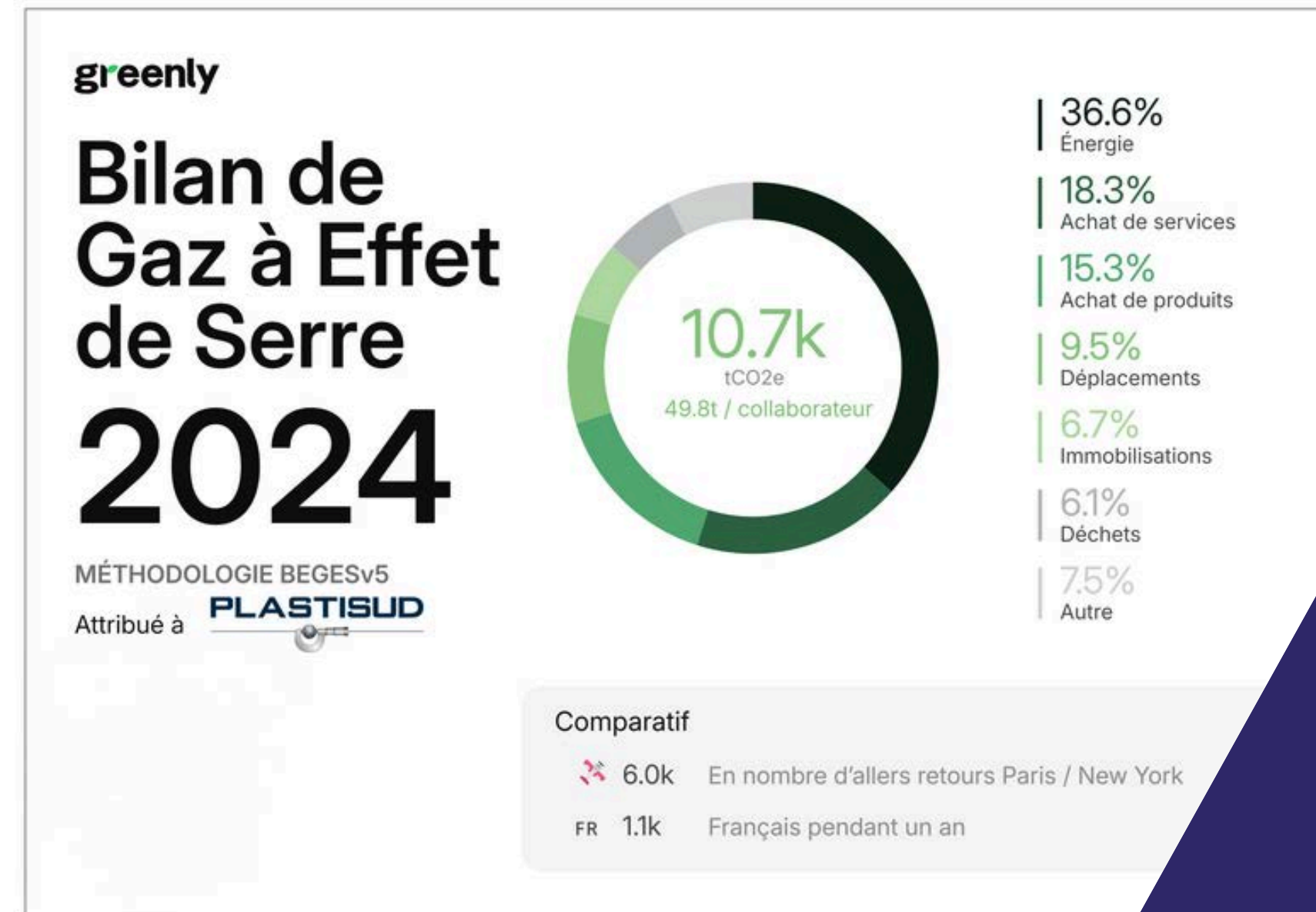
As part of our commitment to the climate, we assess our greenhouse gas emissions according to scopes 1, 2 and 3 of the GHG Protocol, thus covering our entire activity, the production of the energy we consume, as well as the emissions generated upstream and downstream of our value chain, with the objective of a 55% reduction in our emissions by 2030.

An energy audit carried out at the start of the year allowed us to identify levers for action, particularly in terms of electricity consumption.

We have also equipped our 18,000 m² of workshops and offices with low-energy lighting, supplemented by presence detectors in common areas and offices.

Our fleet of utility vehicles has also been optimized, with a maximum emissions threshold set at 146 g of CO₂/km.

Finally, our main investment in 2024 focused on the renewal of our air conditioning plant, allowing for better air recycling and energy consumption adjusted to actual needs, thus contributing to a significant reduction in our carbon footprint.





PLASTISUD attaches great importance to transparency and has therefore been participating in the Carbon Disclosure Project (CDP) since 2022, among other things. To this end, greenhouse gas emissions from the entire value chain are calculated on a global scale.





Water consumption

Optimizing Water Use

Water is an invaluable resource that we strive to use optimally in our daily lives.

Changes in our Assembly Section

- We have implemented a closed circuit for our water used during flow tests.
- This reduces water consumption by 50%.

Reduction of Daily Consumption

- Our daily water usage has also decreased thanks to more efficient infrastructure, such as:
 - Automatic faucets
 - Urinals

Innovation and Technology

We are exploring the use of advanced technologies to monitor and control our water consumption in real time. This includes: Installing smart meters to detect leaks quickly.

Our goal is to reduce our annual water consumption by 5%.



Effluent management

Since 2021, our new machines have been directly connected to one of two giant units (spray systems) that filter the cutting fluid and distribute it via pumps. This reduces our cutting fluid consumption and the number of tanks in the workshop.

A filtration system is installed in our underground reservoir to separate rainwater and oils and reduce the amount of contaminated water.

In addition, we are committed to ensuring that our wastewater is fully collected and entrusted to an approved organization for treatment.

Our objective is that the concentration of pollutants in our discharged water does not exceed 50mg/l. (WFD).



Use of chemicals and other hazardous products

As part of our commitment to health, safety, and environmental protection, we ensure rigorous management of the chemicals used on our sites. This includes compliance with the European REACH regulation, which governs the registration, evaluation, and authorization of chemical substances, as well as the provision of up-to-date safety data sheets (SDS) for each product.

To ensure this, we are committed to carrying out an ICPE audit every three years and to reducing the number of references of our chemical products by 5% per year, with the objective of a 25% reduction by 2030.

Actions implemented:

- ICPE audit carried out every 3 years;
- Systematic updating of SDS in the event of regulatory changes;
- Raising awareness among teams of good handling and storage practices.





Waste management

We are committed to sorting, reducing, recycling and recovering waste.



165 tonnes of waste recycled in 2024.



Throughout the PLASTISUD site, in the workshop as well as in the meeting rooms, we have sorting bins to comply with regulatory sorting obligations.

We keep an annual record of our waste.

We aim to reduce our waste production by 2.5% per year with the objective of a 12.5% reduction over 5 years.

For example, we have moved to recycling 100% of our pallets with our partner ARIEGE PALETTE. Since January 2024, we have:

Number of pallets collected	216
Pallets collected / tonnes	3.43
Wood waste collected / tonnes	1.91
Used wood reuse / tonnes	0.09555
Utilisation bois neuf / tonnes	0
Wood waste eliminated / tonnes	1.82
Waste energy recovery / electric MWH	1.5068235
Waste energy recovery / MWH hot water	5.2738823
Pallet/unit recovery	82
Valorization of pallets / tonnes	1476
Pallet recovery rate / %	37.96
Energy recovery rate / %	62.04



Promotion of good practices

Charging stations for electric vehicles

Our employee parking lot is equipped with 10 parking spaces with electric charging stations.

By providing access to these stations, PLASTISUD encourages its employees to engage in the ecological transition and reduce their carbon footprint.



Biodiversity

We appreciate the role and importance of biodiversity in our environment and for human activities.

At our level, we are committed to monitoring our impact on local biodiversity, particularly the management of noise, waste and water flows.



Air pollution

PLASTISUD is committed to limiting the impact of its activities on air quality. An annual monitoring of atmospheric emissions is carried out (Measurements of substance releases into the atmosphere), with results systematically without observation.

Efficient filtration systems and regular preventive maintenance help ensure compliance.

We aim for 100% compliance with regulatory thresholds during our periodic inspections.



RESPONSIBLE PURCHASING



This challenge responds to 1
UN Sustainable Development
Goal (SDG):





PLASTISUD has always chosen its suppliers with care and has established solid and lasting relationships with them.

Our suppliers are considered true business partners and we recognize that they contribute to the added value of the products we manufacture through the quality of the goods and services they provide to us.

This is why we intend to maintain a relationship with our partners based on mutual respect and common interest.

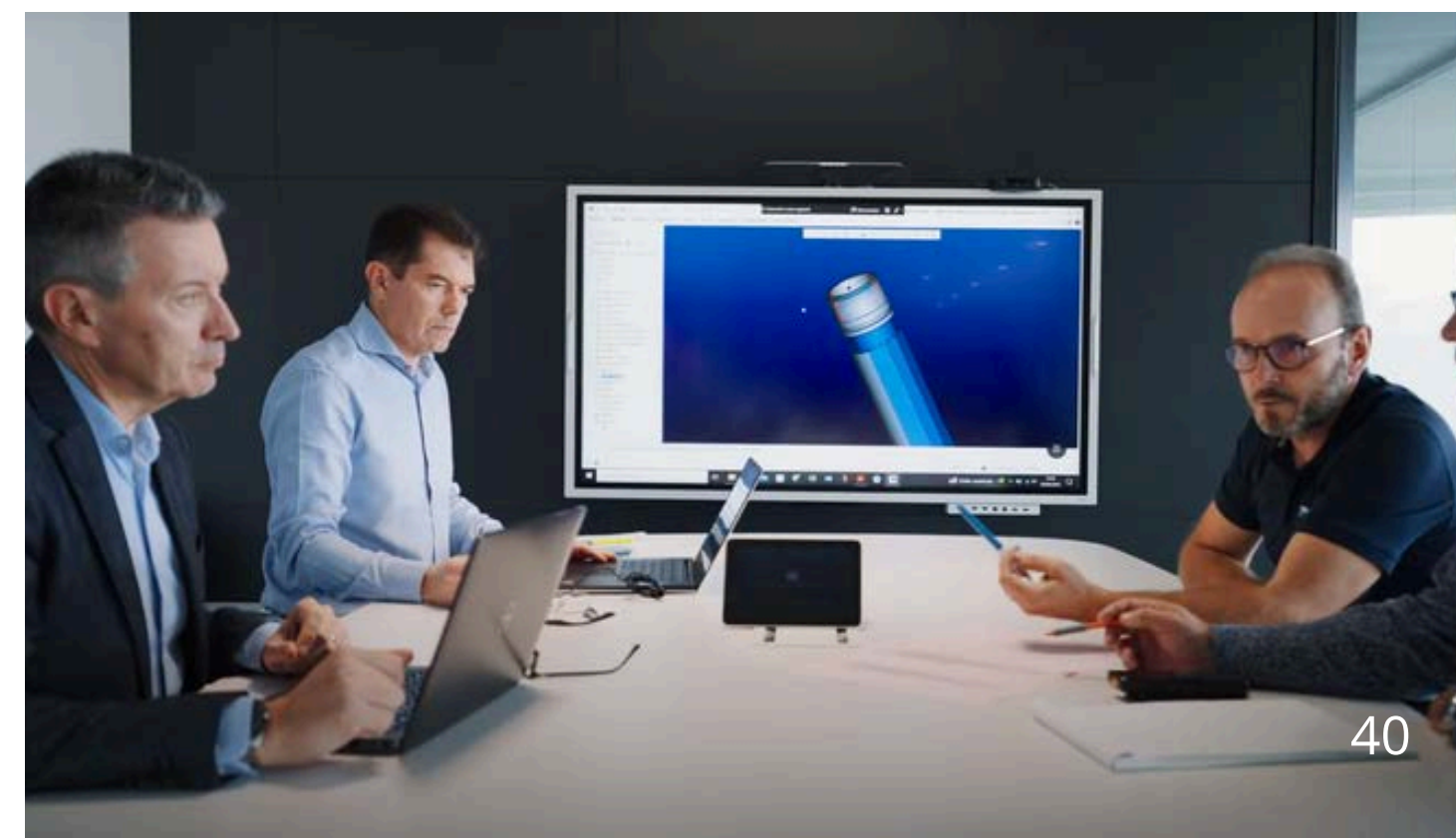
Responsibility to the men and women who work in our companies.

Responsibility towards the environment around us.

This is what we believe in and what we implement.

We are committed to developing our “Responsible Sourcing Policy” and wish to involve our suppliers.

Today, in a context of consumer awareness regarding the social and environmental impacts of the goods and services they consume, we must collectively commit to a responsible approach.



Choose committed partners

Our criteria focus on:

Quality Respect for the environment Respect for human rights Business ethics.

Furthermore, for reasons of logistics, deadlines, security of supply and environmental impact, we always seek to work with local suppliers, and have done so for years.



80%

of our main suppliers have joined and signed our code of conduct in 2024.



Use of recycled steel

Steel processing is at the heart of our business.

As part of our environmental responsibility approach, we are committed to optimizing the use of this resource in order to better control our carbon footprint.

Our strategy is based on several axes:

Traceability: we systematically collect data on the share of recycled steel supplied by each of our partners.

Volume tracking: a precise record of the tonnage of steel delivered is kept up to date for each supplier.

2030 Target: We aim for at least 10% of our suppliers to use mostly recycled steel by 2030.



Increased life of machining cutting tools

Machining tools are an additional resource in the production of our molds.
We have completed a project, now implemented.

It was divided into 3 stages:

1. Take inventory of the tools used and resharpened - in order to know the number of tools considered in the analysis
2. Study the feasibility of increasing their lifespan (ReUSE) and determine the annual expenses for the supply of tools
3. Estimate new tool lives and number of resharpenings by tool type, before disposal.

Our objectives:

- Achieve a reuse rate above 10%
- Obtain 100% reliable data for monitoring,
- Reduce environmental impact at constant activity.

A physical performance indicator has been put in place to track tool exit movements by condition (new, resharpened), with the aim of achieving a reuse rate of over 10% by 2030.

In 2024, the reuse rate reached 7.45%.



ETHICS



This challenge responds to 1
UN Sustainable Development
Goal (SDG):



Compliance with laws and regulations

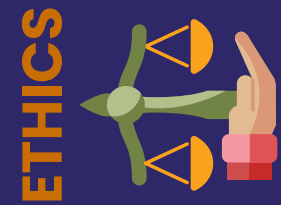
PLASTISUD rigorously ensures compliance with current laws and regulations and adopts ethical and responsible conduct in all of its professional relationships.

Each employee is required to act in good faith, with fairness, transparency and objectivity towards customers, suppliers and partners.

Aware of the importance of exemplary behavior, the company reminds us that everyone embodies its image and values. If in doubt about an ethical or legal situation, employees are invited to consult Management before taking any action.

An internal whistleblowing procedure allows all employees to report, in complete confidentiality, any situation that is contrary to ethics or legislation.

In this context, PLASTISUD monitors the number of ethical reports received via this procedure, with the aim of systematically and confidentially processing 100% of reported cases.



Alert system

PLASTISUD has drawn up a procedure describing the Whistleblower System process. This procedure has been communicated to all company employees.

Types of alerts

Reports may include, but are not limited to:

Corruption and bribery.

Harassment and discrimination.

Violations of safety rules.

Fraud and embezzlement.

Reporting procedure

Reporting channels: Alerts can be reported either by mail or email to our HR.

Confidentiality: All reports will be treated confidentially. Whistleblowers may choose to remain anonymous.

Whistleblower Protection: No retaliation will be tolerated against those who report in good faith.

Processing alerts

Receipt and recording: Reports will be recorded and an acknowledgment of receipt will be sent to the whistleblower.

Investigation: An investigation will be conducted to verify the allegations. The principles of fairness and confidentiality will be respected throughout the process.

Resolution: Necessary corrective actions will be implemented based on the results of the investigation.



Corruption

PLASTISUD rejects all forms of corruption, particularly with a view to obtaining or retaining a contract.

PLASTISUD undertakes that no employee will accept or offer any gift, compensation, bribe, or other benefit from a customer, other than those of low value (not paid in cash and in accordance with acceptable practices). In case of doubt, the employee will refrain from receiving or offering the gift.

To fulfill this commitment, PLASTISUD aims to ensure that 100% of employees involved in any purchase or sale are trained in the Sapin II law. Once a year, these employees must complete a questionnaire to ensure they have fully understood the training.



Attestation de réussite

KPMG Academy atteste que [redacted] a validé la formation

"Loi Sapin 2 Anti-corruption en ligne"

Objectifs de la formation :

Connaître le cadre juridique de la lutte contre la corruption ; Savoir reconnaître les situations de corruption ; Acquérir les bons réflexes pour agir conformément à la loi Sapin 2

Délivré le 21/02/2024

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A handwritten signature in black ink, appearing to be "FP", written over the printed name and contact information.

Protection of personal data

PLASTISUD informs its employees about the collection and processing of their personal data in accordance with the GDPR. This data concerns personnel administration, payroll, health, security, access management, and the use of IT tools.

Data is processed based on legal or contractual obligations or the legitimate interest of the company. It may be transmitted to external organizations (URSSAF, mutual insurance companies, service providers, etc.) and sometimes outside the EU, under guarantees.

Employees have rights (access, rectification, erasure, opposition, etc.) and can exercise them with the HR department or the CNIL.

PLASTISUD complies with all applicable laws and regulations regarding the protection of personal data.



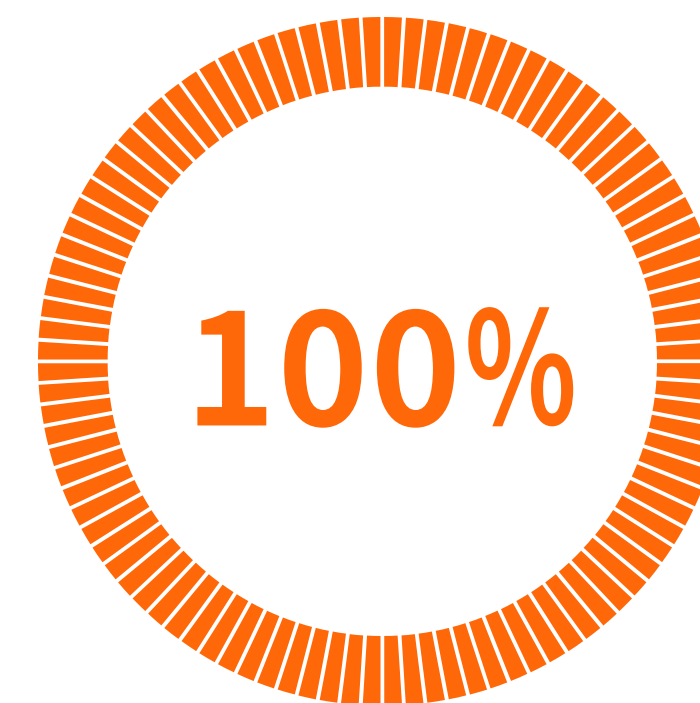
Protection of sensitive information

All our employees are signatories to the IT Charter.

The PLASTISUD IT Charter establishes clear rules for the use of IT tools, emphasizing their primarily professional use. It emphasizes the importance of data security, asking users to protect their information and lock their workstations when not in use.

Finally, when an employee leaves, it is crucial to properly manage professional data and flag personal files for retention.

1. **Information systems security** : The IT charter aims to prevent cyberattacks, hacking and data leaks by defining secure behaviors, such as prohibiting the installation of unauthorized software or visiting dangerous sites.
2. **Compliance with legal standards** : It reminds employees of the importance of respecting the confidentiality of sensitive information and protecting personal data, thus ensuring compliance with regulations such as the GDPR.
3. **Responsible and ethical use** : The charter specifies that personal Internet use must be limited and not interfere with professional tasks, in order to maintain productivity and respect a balance between professional and personal life.



employees are signatories of the IT charter.

Cybersecurity and responsible use of digital technology

PLASTISUD is committed to promoting responsible use of IT tools, preventing risks related to cybersecurity, particularly phishing, and encouraging the reuse of digital equipment.

With this in mind, **100% of equipment that is still functional is reused internally**, and equipment that has become obsolete is systematically upgraded to extend its lifespan.

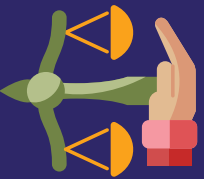
This approach helps to limit the purchase of new equipment and reduce our environmental footprint.

In terms of digital security, **100% of employees trapped during internal phishing campaigns receive dedicated training.**

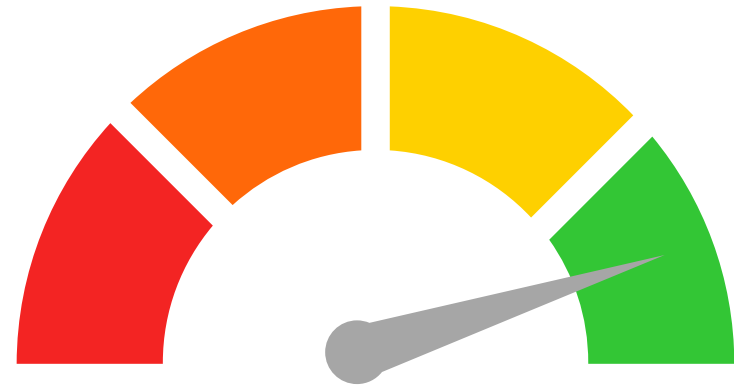
In June 2024, the IT Department published a cybersecurity guide for all employees, reminding them of the best practices to adopt in their work environment.

To manage these commitments, PLASTISUD monitors several indicators:

- The number of users made aware of digital uses and security;
- The number of employees trapped during phishing campaigns;
- The rate of participation in cybersecurity training;
- The number of new equipment purchases avoided by upgrading existing equipment.



CSR INDICATORS





SOCIAL AND HUMAN RIGHTS

KPI	2023 results	Result 2024	Variation %
Total FTE workforce	222	214	-3.6%
Diversity, equality and inclusion			
% of women in the company	5,42%	6,21%	+14,5%
Employee Health and Safety			
Number of accidents with work stoppages	2	3	+50%
Severity rate	0.17	0.29	+70%
Frequency rate	9.94	7.71	-22%
Working conditions			
Absenteeism rate	4.49%	4.12%	-8%
Average seniority	11 years old	11 years old	=
Career and training management			
Total number of training hours	568 h	734 h	+29%
Share of employees on permanent contracts	93.6%	94.3%	+1%
% of employees received in individual interviews	-	100%	-

ENVIRONMENT

KPI	2023 results	Result 2024	Variation %
Total GHG emissions in tCO2e	25 803	10 746	-58%
Quantity of CO2 emitted from scope 1 & 2 in tCO2e	572	512	-10,5%
Quantity of CO2 emitted from scope 3 in tCO2e	25 250	10 234	-59.5%
Electricity consumption (MWh)	10 560	9 740	-7.7%
Water consumption (m3)	8 464	6 859	-19%
Total weight of recycled waste	182 T	165 T	-9%
% compliance with regulatory thresholds / air pollution	100%	100%	=

RESPONSIBLE PURCHASING

KPI	2023 results	Result 2024	Variation %
% of major suppliers who have signed our code of conduct	80%	80%	=
% of reuse of tools	-	7.45%	-

ETHICS

KPI	2023 results	Result 2024	Variation %
% of the relevant workforce trained in anti-corruption	-	100%	-
Monitoring of reports through the alert procedure			
Number of reports	0	0	=
Cybersecurity			
Number of fishing campaigns carried out	31	26	-16%
% of employees trapped	14,19%	8.79%	-38%

PLASTISUD



This report is publicly available on our website to ensure transparency and independence.



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