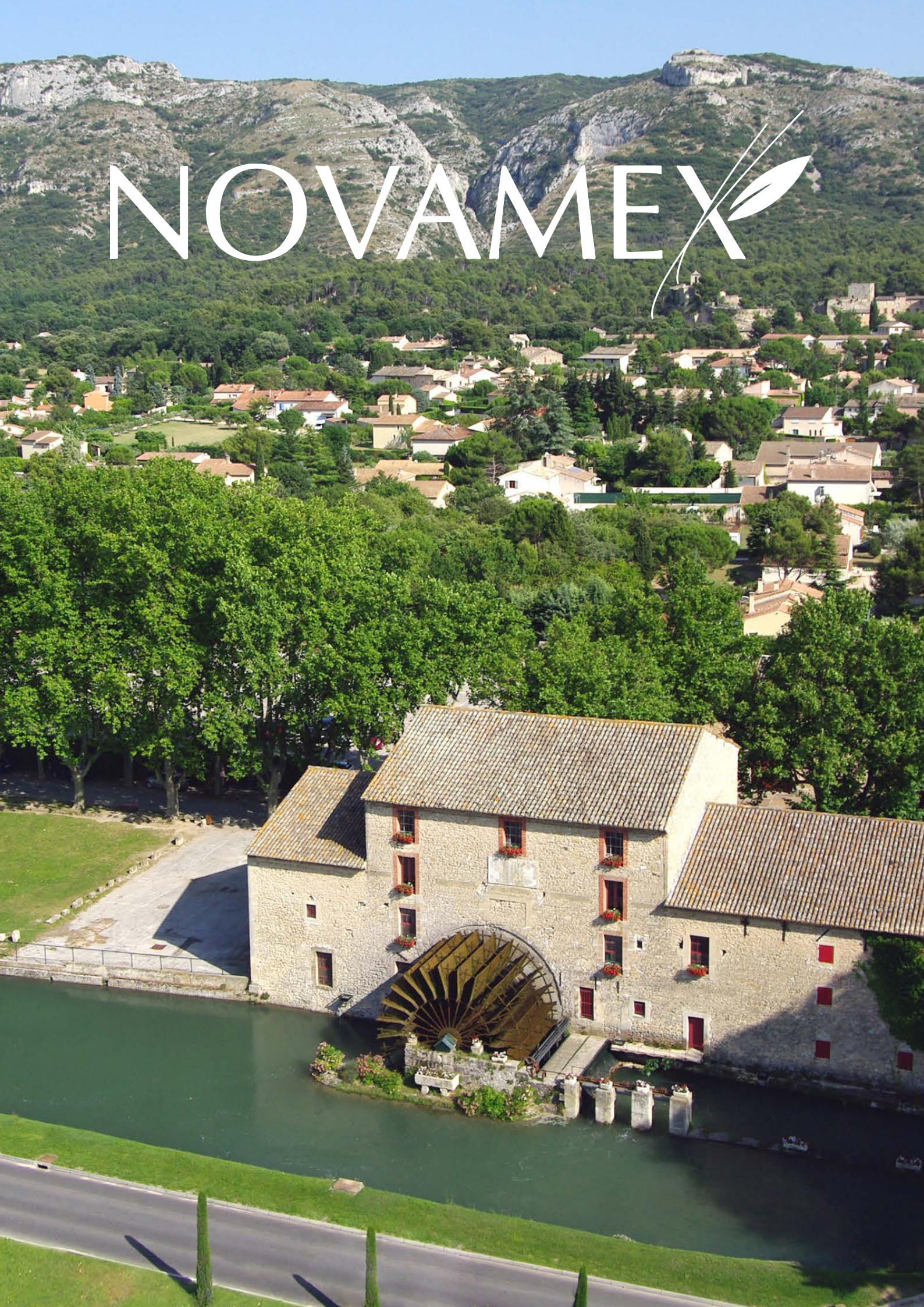


NOVAMEX



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Our story

In 2015, Novamex was acquired by Sodalis Group, and over the past 10 years, the revenue has more than doubled, thanks to synergies with the Group and increased sales across four main channels: mass market, professional, export and online.

Over time, we have become leaders in the French in household products, driven by our prestigious brand L'Arbre Vert. The brand offers a wide range of reduced environmental impact and hypoallergenic products for home and personal care, the result of ongoing research to continuously improve our formulas.

Over 20 years of commitment, history, and success, and we intend to continue this journey for a long time to come!



The story of L'Arbre Vert began in 2003, when we committed to creating a line of effective and health-safe products while addressing current environmental challenges. Our goal is to

offer alternatives to conventional home cleaning and personal care products, minimising environmental impact.

L'Arbre Vert products are marketed by Novamex but manufactured by Quadripack, a French company based in Saint-Benoît and 99% owned by us.



n°1
eco-friendly
French brand for
home care¹



n°1
brand in the eco-
friendly cleaning
segment in
France²



n°1
brand of
eco-friendly
dishwashing
detergents
segment with a
53.8% market
share³

n°3

national brand in the
overall dishwashing
detergent market⁴



In France, 1 in 4 families
uses L'Arbre Vert⁵

1. Source: Circana, 2023

2. Source: Circana, 2023

3. Source: Circana, 2023 - Hors marques distributeurs, total Hypermarchés + Supermarchés + Drive P10 2023

4. Source: Circana, 2023

5. Source: KANTAR - March 2024

Innovation is one of the core principles of **L'Arbre Vert**, aiming to **protect health** and **minimise environmental impact as much as possible**.

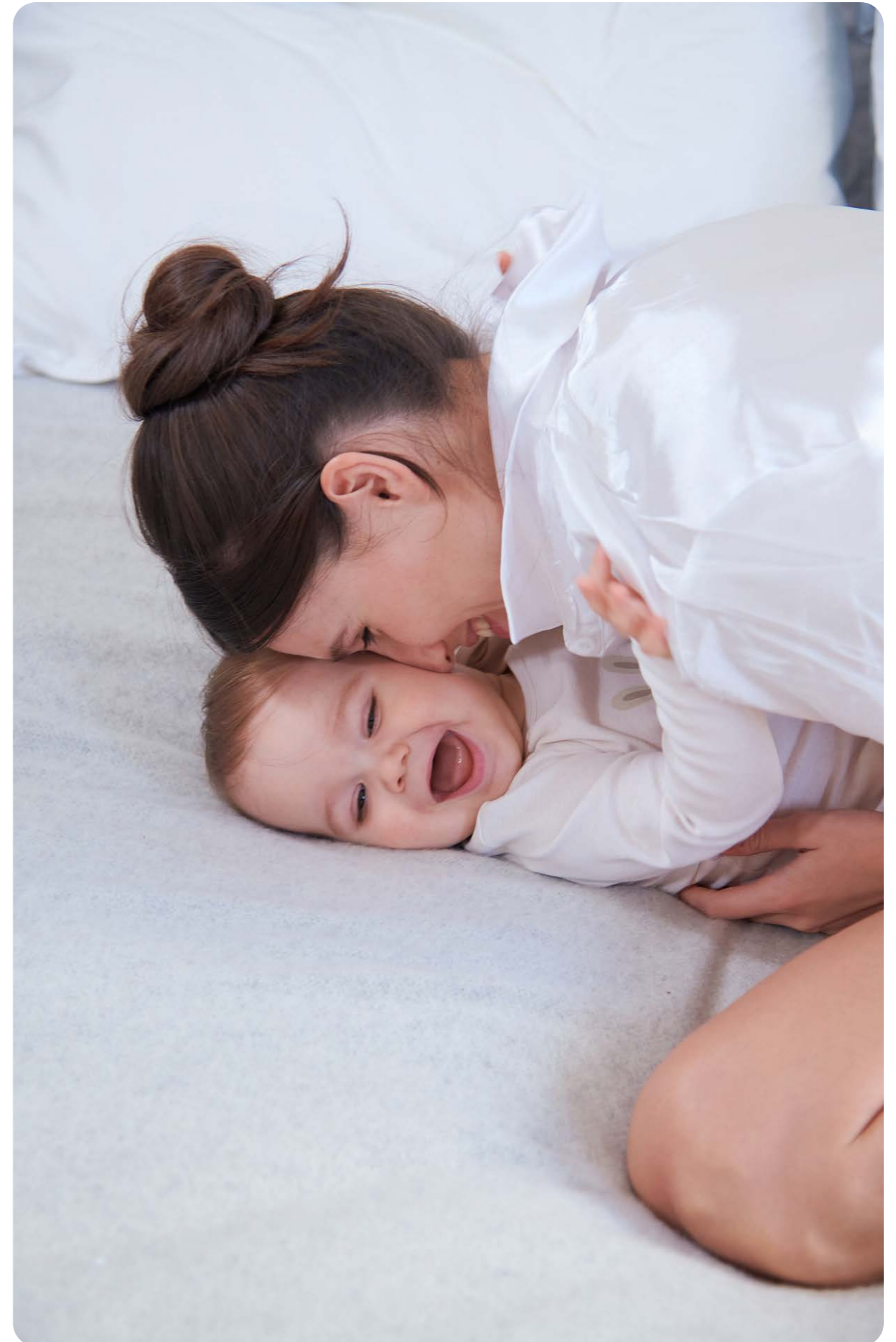
To achieve this, we continually work to improve our practices by:

- continuously monitoring the impact of raw materials and packaging;
.....
- tracking the origins of raw materials and exploring new technologies;
.....
- prioritising ingredients of natural origin;
.....
- ensuring most cleaning products are Ecolabel certified, the European Union's ecological quality label;
.....
- using eco-designed packaging, largely or entirely recyclable;
.....
- producing nearly 90% of our volumes in France.

We adhere to very strict standards: we ensure the utmost respect for consumers by excluding all skin allergens and risky substances from our products.

L'Arbre Vert's wide range of products includes laundry detergents, household cleaners, personal care products, and products for children. Most of our cleaning products are **Ecolabel certified**, a European label that ensures compliance with strict environmental and performance criteria.

Our **ecological commitment** is embodied through obtaining the Ecolabel certification, reflecting our global approach. The Ecolabel considers the entire product life cycle, from design to end of life. In addition to environmental performance, it guarantees the product's effectiveness and safety.



GOVERNANCE



Certified ESG Assessment
(GRI framework)



Environmental management
system - certified
UNI ISO 14001:2015



Occupational health and safety
management system -
UNI ISO 45001:2023 certified

60%
of senior management hired
from the local community



Participation in the roundtable
for sustainable palm oil
RSPO



Label and Awards:
PME+ N.1 Engagement
(since 2010), Trophée de
L'entretien Responsable

Organisational structure

Over the past fifteen years, **Sodalis Group** has acquired several companies, **expanding its portfolio of expertise**. This development has allowed the Group to be active in the **Beauty, Personal, and Home Care** markets across mass retail, pharmacies, perfumeries, and professional channels.

When acquired by Sodalis Group in 2015, our corporate structure changed. The chart illustrates the relationship and the percentage of control between Novamex SA and its subsidiary Quadri-pack SA, which is 99.99% owned.

Our organisational structure follows a **traditional model: the decision-making bodies are two Boards of Directors, composed of a chairman, two general directors, and two directors.**



Approach and contribution to sustainability

The core of our business is built on **environmental care, respect for people, and community support**. In addition to focusing on a brand that reflects our philosophy, over the years, we have actively structured ourselves to create a solid governance that conveys our reliability.

We have established an **environmental management system** and an occupational health and safety management system. We have developed a **quality, safety, and environmental policy**, setting clear and effective objectives to guide our business.



For the third consecutive year, in 2023, L'Arbre Vert was voted #1 in the **COMMITMENT** category by La Marque Préférée des Français (The favourite brand of the French).

This category recognises brands that stand out for their commitment to people and the planet. Since its creation 3 years ago, L'Arbre Vert has always been at the top; this year, our brand is still the leader in the category, surpassing competitor brands by a wide margin.

The survey was conducted by OpinionWay among 4,900 French consumers and 1,300 brands.



Internally, we have established a **sustainability committee dedicated to** integrating ESG aspects into company procedures. Its goals include **promoting awareness among employees about the sustainability policies and procedures** we are implementing, while also ensuring that key company leaders are involved in the updating processes. We have implemented a **Code of Ethics and Conduct** that outlines our guiding principles and the rules of behaviour expected from the individuals and entities that interact with us.



In 2017 we decided to join the **Roundtable on Sustainable Palm Oil (RSPO)**, in which we still participate today. For the new raw materials derived from palm oil and those already in use RSPO-certified raw materials from certified sustainable sources are used, whenever available.



Since 2020, we have been certified with the **PME+ label** (Pour un Monde + Engagé), achieving an initial score of 84%, which increased to 88% in 2023. This certification reflects the **commitment** of companies to ethical and **responsible practices toward people and the environment**. The certification is awarded following an on-site audit conducted by ECOCERT Environment.



In 2023, the **Ecolabel-certified all-in-one dishwasher tablets won the Trophée de l'Entretien Responsable** (Responsible Cleaning Product Award) organised by Monadia. This award aims to guide citizens toward **sustainable consumption** to preserve the future of upcoming generations.

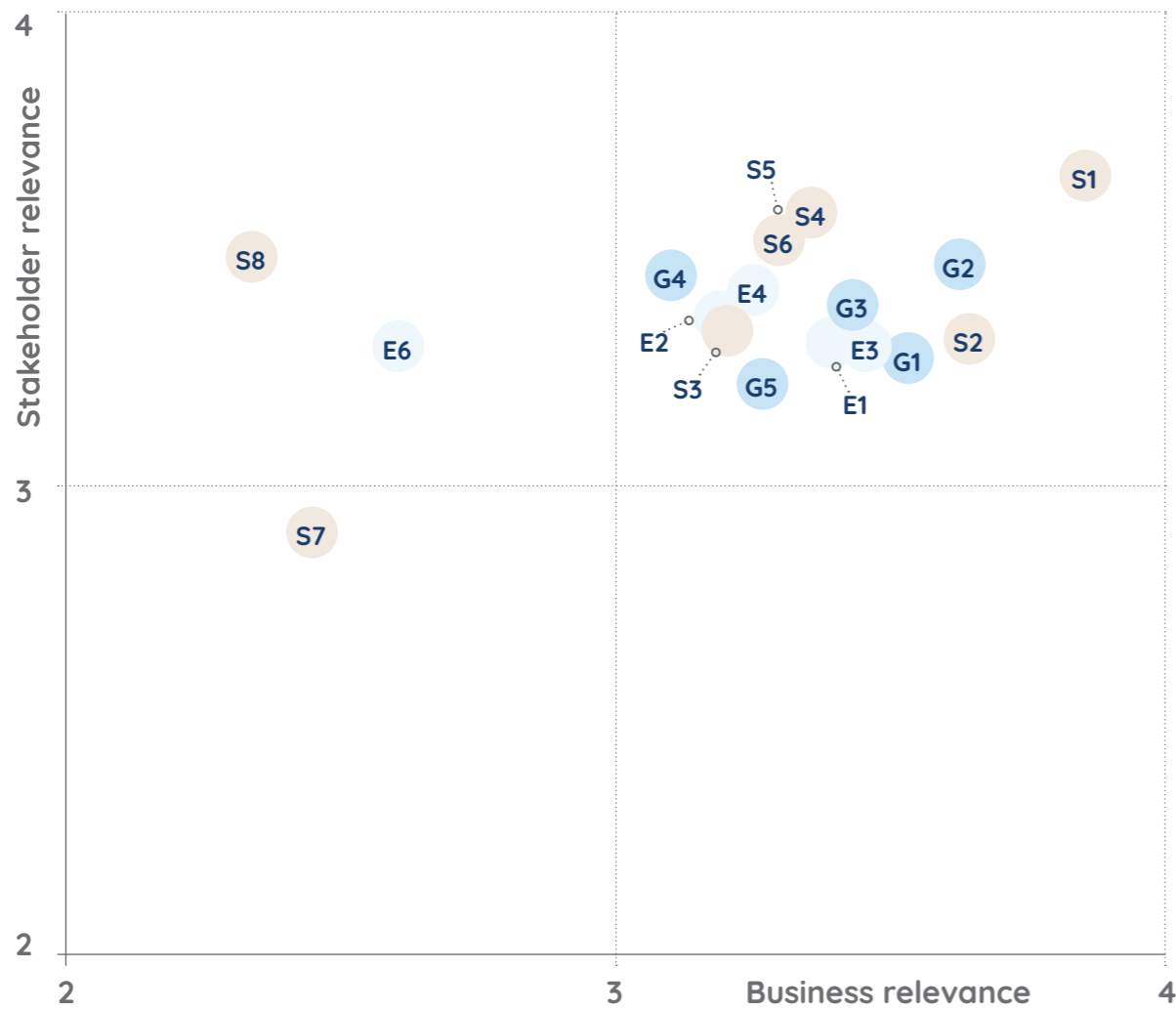
ESG Assessment: in line with the Group strategy, in 2023, we voluntarily underwent an ESG Assessment, an evaluation tool that measured our environmental, social and governance performance, while trying to understand how we could simultaneously contribute to the sustainable development goals of the 2030 Agenda.

Materiality analysis

In view of the growing awareness of the importance of involving them in our sustainability journey, between the end of 2023 and the beginning of 2024 we participated in a **structured engagement initiative with the Sodalis Group's key stakeholders**, in order to

capture their perceptions inherent to the **material topics** we have identified and to consistently and strategically guide them towards the Group's future objectives and strategic approaches. The analysis identified key topics based on our current management capabilities⁶.

MATRICE DI MATERIALITÀ



6. For further details on the methodological approach to the materiality analysis, please refer to the consolidated financial report of the Sodalis Group, accessible via this link: <https://www.sodalisgroup.com/we-believe-sustainability>

ENVIRONMENTAL

- E1** Energy management
- E2** Atmospheric emissions and climate change
- E3** Material management
- E4** Waste management
- E5** Water and water scarcity
- E6** Biodiversity protection

SOCIAL

- S1** Product quality and safety
- S2** Talent acquisition and retention
- S3** Diversity, inclusion and equal opportunities
- S4** Welfare and occupational wellbeing
- S5** Occupational health and safety
- S6** Development of employee skills
- S7** Relations with the territory and local communities
- S8** Protection of human rights

GOVERNANCE

- G1** Governance responsabile
- G2** Innovazione, ricerca e sviluppo
- G3** Customer satisfaction
- G4** Trasparenza e integrità di business
- G5** Gestione della supply chain

Responsible Governance

We defined a **sustainability plan** with a clear corporate mission and vision, defining specific roles assigned to the top governing body and management.

Our executive committee is tasked with overseeing the progress of the company's sustainability strategy and is made up of the following departments: Management, R&D, Finance, Human Resources, Sales and Marketing.

The **key company leaders** are fully aware of the sustainability policies and procedures and are involved in the updating process; at the same time, **employees** are informed about how the company is implementing sustainability in its business strategies.

L'Arbre Vert's CSR strategy aims to define how the company can contain and reduce its environmental footprint, meet consumer expectations and make a positive contribution to the professional development of its talents.

The legitimacy of our CSR approach is rooted in the commitment of our employees, who strive daily to drive this transformation within the company. Our roadmap, which integrates all key performance indicators of corporate social responsibility, undergoes a critical review to identify areas for continuous improvement and ensure the sharing of best practices.

We have extensively restructured our Saint-Benoît facility to ensure effective production, workplace safety, waste recovery, and energy efficiency. As an expression of our commitment to transparency, we make our production site accessible to our stakeholders, regularly inviting journalists, customers, and partner companies, to analyse, highlight, and improve our practices.

Our **site is certified ISO 14001** (environment) and ISO 45001 (health and safety) and **approved for the production of ranges certified under the European Ecolabel**.



Offering virtuous products

- Creating products that take care of our consumers' health;
- Designing our product range sustainably to ensure a lower environmental impact;
- Making our French production a source of pride and commitment.



Promoting well-being for all

- Promoting responsible and accessible consumption for all;
- Raising awareness in all our communities on how to consume better;
- Prioritising professional development and personal satisfaction;



Limiting environmental impact

- Minimising the environmental impact of our activity;
- Accelerating the transition to a circular economy, less dependent on plastics;
- Improving the environmental performance of our supply chain.

Collaboration fosters innovation

We believe that while we can go far alone, only together can we reach truly distant goals. Our collaborations with various associations reflect this spirit. We are participants in **Medef** (Mouvement des entreprises de France) which brings together companies and partners of all sizes, offering **information services, networking**, and various forms of support for economic development. The R&D Director of actively participates in various meetings and project groups, particularly on energy-related topics. Additionally, as Novamex, we are members of **FHER (Fédération Hygiène et Entretien Responsable)**, an industry federation that provides **support on regulatory, environmental, ESG, communication, and public affairs matters**. Its aim is to ensure consumer safety within a clear regulatory framework aligned with European standards.

The R&D Director of Novamex is involved in various working groups and is a member of the federation's scientific committee. Our R&D Director also participates in the French working group of the European Commission for Ecolabel standards in the home cleaning products category, contributing to the development of new guidelines effective from 2027. Finally, our Marketing Director is extremely active within **Union des Marques (UdM)**, an association of companies that develop, produce, and market branded products and services. UdM offers a range of **services to help businesses create and sustain long-lasting, sustainable brands**.

Innovation, safety, and product quality

We conduct internal research and development activities and collaborate with research institutions to develop innovative products and optimise production processes. We adopt **low-impact packaging** solutions, demonstrating our constant commitment to sustainable innovation. **Since its inception, L'Arbre Vert has focused on innovation**, developing formulas that exclude ingredients considered toxic to the environment and health, such as phosphates, allergens, dyes, and skin-sensitising preservatives. In 2022, we also introduced solid formats (for dishwashing, shower gel, and shampoo).

We have made significant **investments in research and development** to create products that are not only effective but also safe for everyday use. We maintain a high level of product safety through rigorous evaluation by the regulatory team before market launch. Constant regulatory monitoring allows us to anticipate regulatory changes, ensuring that products also remain compliant when on the market.

Innovating to reduce the impact of our value chain. The range of solid products is developed in a way that reduces water and plastic consumption, and makes transportation more efficient, given their compact nature.

- **+200 hypoallergenic references**
- **Almost 20 innovations in 2023**

We aim to create products with stricter specifications than those of the current regulations, excluding substances that

could pose a risk of skin sensitisation (such as isothiazolinones) or are currently recognised as allergens⁷ (e.g., limonene). We have a precise list of ingredients that we can use.

To exclude certain risky ingredients, we must find new and safer alternatives in terms of health and safety.

We have set ourselves as a **goal for 2025** to find **alternatives for certain ingredients**, including menthol, which is present in the flavour of our freshness, whiteness, junior, and complete protection toothpastes.

In the 2022-2023 period, we did not record any non-compliance incidents related to health and safety impacts of products and services.

Most of our products are designed and manufactured in France, at our facility in Saint-Benoît, near Poitiers. This choice allows us to better control our value chain by acting as a committed local player and facilitating a short supply chain.

We have voluntarily formalised a quality management procedure that allows us to follow certain criteria of the UNI ISO 9001:2015 standard. Our quality system is, in fact, based on the criteria defined in the UNI ISO 9001 and UNI ISO 22716 standards.

We have a dedicated channel for collecting consumer complaints and an online log managed by Novamex and then reviewed by the quality service.

We have an in-house laboratory for quality control; we monitor the movements of goods, keeping track of the location where they are stored.



7. We do not use substances currently recognised as causing skin allergies according to Annex 3 of Regulation 1223/2009/EC. Except in our whitening, freshness, junior, and complete protection toothpastes.

Transparency and business integrity

We communicate transparently to our consumers about preventive measures: for instance, we make labels easier to read, and highlight recommendations regarding both washing temperature and correct dosage.

In the 2022-2023 period, we did not record any significant cases of non-compliance with laws and regulations.

Before being released to the market, each product is safety-assessed by our regulatory team; after that, we constantly monitor regulations, aiming to anticipate their developments.

In the 2022-2023 period, we did not record any non-compliance incidents related to health and safety impacts of products and services.

PRODUCT LABELLING

The labels on our products contain information on:

- the sources of the product or service components;
- how to use the products or services safely;
- the contents, particularly for substances that may have an environmental or social impact;
- how to dispose of the products and their environmental or social impacts;
- their alignment with internal policies and Ecolabel certification (where necessary).

In the 2022-2023 period, we did not record any non-compliance incidents regarding product and service labelling and information or marketing communications.



Supply chain management

Involving our suppliers and service providers in our CSR policy is crucial for us. For this reason, we share with them a document that defines the scope of our cooperation, the pillars of our approach to responsibility, as well as some rules and best practices. Additionally, the conditions that we consider essential for establishing quality relationships are outlined, in line with our commitment to responsible sourcing.

TO ITS SUPPLIERS, L'ARBRE VERT

GUARANTEES

- respectful professional communication;
- active dialogue to promote continuous improvement;
- transparent information.

L'Arbre Vert adheres to a strict code of good business conduct, in line with the principles of honesty and fairness, complying with current regulations on competition and the prohibition of corruption.

The strategy we adopt is also based on the selection of suppliers according to the origin of the materials. Indeed, we favour French and European production, with controlled environmental impacts.

We have selected around 15 key suppliers, with the highest procurement spending; in 2023, we conducted a survey with them regarding environmental and social aspects. The analysis showed a positive result, as all the suppliers received a good score.

Our goal is to update this survey every 3 years.



OUR NEXT OBJECTIVES



GOVERNANCE

- **Contribute to the development of the Group's Code of Ethics and Conduct;**
.....
- **Evaluate suppliers** based on sustainability criteria **through verified ESG ratings;**
.....
- Update the strategic plan to **expand the markets served, the market share of certain products in France, and develop the e-commerce channel;**
.....
- Introduce the SAP system into the internal management to **increase the traceability and sharing of information**⁸;
.....
- **Create an e-commerce platform** for online product sales.

8. As of the publication date, SAP is already in use

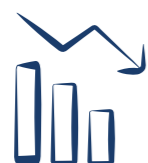
SOCIAL



108
employees



51%
of employees are women



-54%
injury rate recorded
compared to 2022



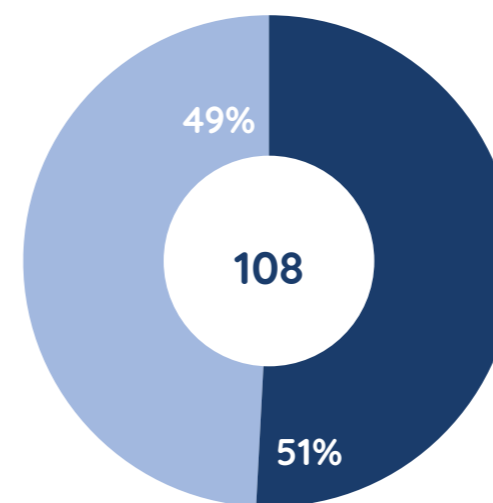
928
training hours, **8.6 hours**
per employee

Welfare and occupational wellbeing

The entire team at L'Arbre Vert works to positively transform our industry. For this reason, we feel an even greater responsibility to provide a safe and inclusive work environment and to support them in their professional development. The workforce consists of **108 employees**, evenly represented by women (51%) and men (49%).

98% of employees are employed on permanent contracts, and 95% are full-time. We meet the needs of our employees by also offering part-time contracts, which currently account for 5% of the total. In 2023, 27 additional non-permanent workers joined the team, mainly hired as contractors (92%) and trainees (8%). Our employees are contracted under collective agreements for the commerce and chemical sectors.

EMPLOYEES BY GENDER



■ Women
■ Men

67%

of senior managers are hired from the local community

45%

of employees hold the position of office worker

33%

of the workforce is employed as middle management

21%

consists of blue-collar workers

2%

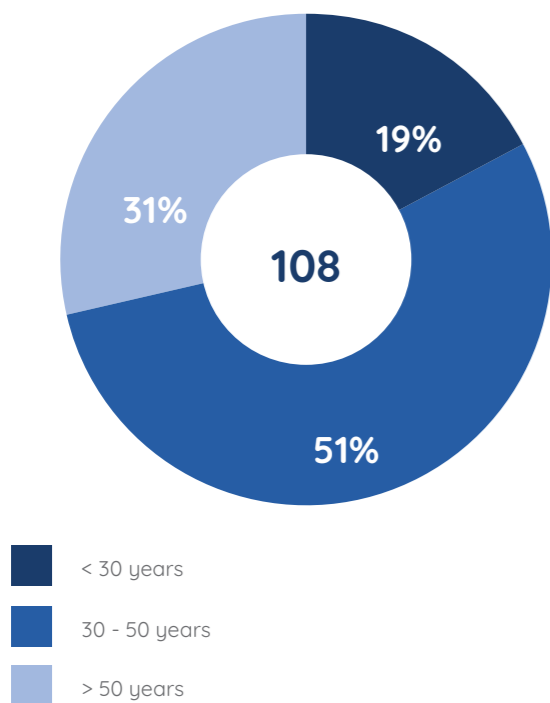
are executives

In the 2022-2023 period, we did not record any incidents of discrimination.

We adopt best practices to attract and retain employees, implementing control procedures to assess the turnover rate. We have established a **welfare plan** that includes pension plans, health insurance, coverage for disability and invalidity, parental leave, transportation bonuses, and meal vouchers.

We monitor the level of diversity in our governance bodies and employees. Our company policies include principles of inclusion and equity: we monitor the ratio of basic salaries between men and women, ensuring pay equality.

EMPLOYEES BY AGE GROUP



We periodically prepare a **Social Report**, promoting practices to foster inclusion and the fight against discrimination.

We have developed a Code of Ethics, shared and signed by our employees, aimed at aligning all individuals who interact with our organisation to our principles.

We strive to facilitate the integration of new hires within the company and their respective teams by providing them with a Welcome Pack, which contains all the useful orientation information they need.

We are committed to improving workspaces across all environments: offices, laboratories, and production sites. Investments in equipment take into account ergonomics, comfort, and safety.

We share a quarterly **internal newsletter** with our employees: we communicate ongoing initiatives, achieved milestones, future goals, and how the people involved contribute to making it all possible.

In 2020, both Novamex and Quadripack conducted a survey aimed at understanding workplace well-being within the company. Our goal? To promote well-being and make L'Arbre Vert a healthy and attractive work environment.

Occupational health and safety



Since 2020, we have focused on **health and safety in the workplace** by developing and **certifying a management system according to the UNI ISO 45001:2018 standard.**

This standard establishes a framework for improving safety, reducing risks in the workplace and

improving the health and well-being of workers, thus enabling any organisation that chooses to adhere to it to increase its health and safety performance.

We involve workers in the development, implementation and evaluation stages of the occupational health and safety management system. We provide specific training and ensure occupational health services, helping to identify and minimise risks.

In 2023, we recorded a single workplace injury, which was a cut to the hand caused by a sharp edge on a ladder that was not intended to be held. A plastic guard has been installed, and inspections have been carried out on the other ladders.

Consumer engagement

We are committed to raising awareness among our customers and partners. We believe it is particularly important to communicate in a way that educates our community of consumers and professionals.

Thus, on our communication channels, we have created practical guides aimed at raising awareness about adopting eco-friendly habits; in addition, we have created a blog, Graine de Respect, in which we discuss topics related to a more respectful lifestyle, aiming to share useful tips or advice and shed light on issues of responsible consumption and health. Through the blog, we answer all consumer questions about choosing cleaning products, their origin, our product ingredients, the meaning of different labels, and more. Our platform embodies the brand's com-

mitment to providing the tools for more respectful consumption.

Since 2013, we have created a communication channel with medical experts⁹ (general practitioners, dermatologists, paediatricians, etc.) with the aim of raising awareness about good practices and allergens.

Social responsibility projects

For 10 years, we have been committed to the fight against poor hygiene with the **Dons Solidaires association**, which has been active since 2004 in donating non-food products.

Through the collection of unsold basic necessities and voluntary donations from businesses, the association aims to fight waste and precariousness. Distribution takes place at solidarity centres that support people in precarious situations across France.

The desire and commitment to raise awareness among the general public led us to collaborate with **Le Futuroscope**. In 2016, we carried out an educational project on environmental respect aimed at families, particularly for natural resources. For 7 years, the partnership has created various educational spaces for visitors in the heart of the Futuroscope Park. Part of the awareness-raising efforts are directed at the Futuroscope teams and are part of the Park's CSR approach.



9. For the years 2022 and 2023, this collaboration was interrupted, but we intend to continue our awareness-raising activities in the coming years through various channels.

OUR NEXT OBJECTIVES

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SOCIAL

- Help establish a **Gender Equality Management System at Group level;**
.....
- Aim to create long-lasting partnerships with universities in order to **attract new talented resources.**

ENVIRONMENT



-16%

natural gas thanks to the installation of electric heat pumps



-20%

water consumption



+90%

ingredients of natural origin in the composition of the majority of L'Arbre Vert products



+1000

trucks on the road avoided thanks to internal bottle blowing



2,250 ton

of plastic saved since 2014, including 332 tonnes in 2023



+2,000 ton

of plastic waste saved thanks to eco-design projects for our packaging

Our initiatives to support the environment

In line with our brand, trees hold great importance for us. Here too we wanted to do our bit, in 2018–2023 planting more than **21,000 trees**, many of them at the headquarters and factory in France (Senillé forest, Châtelleraut and Oyré).

In 2022, we made our commitment to biodiversity protection tangible through two projects, carried out around the production facility:

- Installation of **beehives** for the protection of bees, with the support of the association **Adopte une ruche**. Some employees received specific training in bee management and

are in contact with a professional to ensure their proper development. The honey produced, once harvested and packaged, is distributed internally to L'Arbre Vert employees.

- introduction of an **eco-pasture**. In collaboration with **Le Champs des Possibles** – a company specialised in the conservation of biodiversity in green spaces. The project, involving two flocks of sheep, consisted in helping create an extensive pasture and facilitating herd rotation to ensure the sustainable maintenance of the soil, flora, and fauna.



Energy and emissions

ENERGY CONSUMED	Unit of measurement	2022	2023	%22 vs %23
Electricity	GJ	5,907.14	6,595.27	11.6%
Natural gas	GJ	7,703.95	6,490.38	-16%
Total	GJ	13,611.09	13,085.65	-4%

EMISSIONS PRODUCED (SCOPES 1&2)	Unit of measurement	2022	2023	%22 vs %23
Electricity	t CO ₂ eq	474.44	399.70	-15.8%
Natural gas	t CO ₂ eq	493.51	491.17	-0.5%
Total	t CO₂eq	967.94	890.87	-8%

We conducted a study to identify initiatives that could improve our energy management. In 2023, our **photovoltaic system** became operational, contributing to electricity consumption from renewable sources and aiming to cover 25% of our electricity consumption requirements.

In 2023, at our production facility in Poitiers, France, we produced 111 million bottles for dishwashing detergents. **In-house production allowed us to avoid the emissions associated with transporting purchased bottles. Our internal estimate shows that we avoided the road transport of 1,200 trucks.**

Water and Waste

In 2023, several actions were implemented to reduce water consumption:

- Leak detection and repair initiatives;
- A new cooling system was installed for our flammable storage tank, equipped with a closed-loop water system, replacing the previous open system, which was prone to significant water loss.

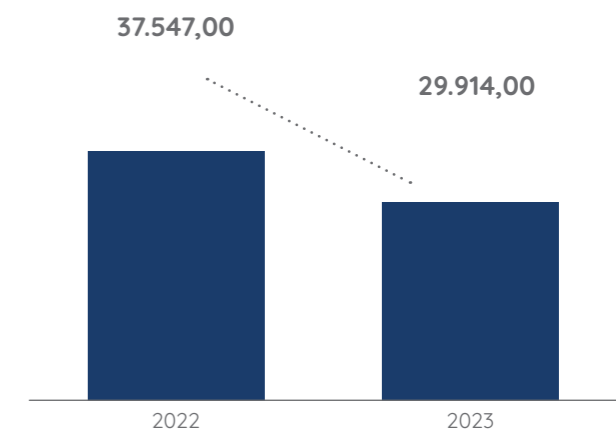
-16%

in natural gas consumption thanks to the installation of electric heat pumps in 2023

-20%

water consumption

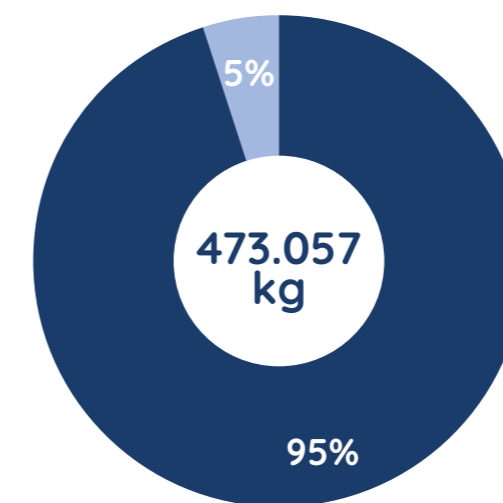
TOTAL WATER CONSUMED (m³)



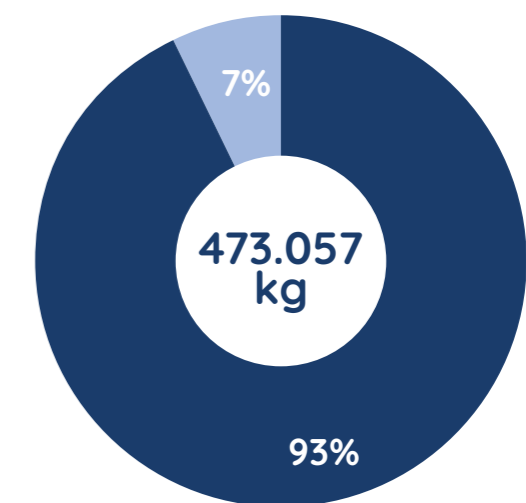
In 2023, we generated 473,057 kg of waste, 95% of which is classified as non-hazardous waste. Of the waste produced in 2023, 92% was sent for recycling, and the remaining 8% was disposed of through landfill.

TYPE OF WASTE	Unit of measurement	2022	2023
Hazardous Waste	kg	12,520	24,542
Non-hazardous waste	kg	422,263	448,515
Waste sent to landfill	kg	30,190	33,717
Waste sent for recycling	kg	404,593	439,340
Total waste	kg	434,783	473,057

TYPE OF WASTE GENERATED 2023



DISPOSAL OF WASTE GENERATED 2023



■ Hazardous waste
■ Non-hazardous waste

■ Waste sent to landfill
■ Waste sent for recycling

Material management at L'Arbre Vert

Since 2006, we have been committed to **designing eco-friendly packaging**, in particular reusable packaging with corresponding refills. This has **allowed us to save over 2,000 tons of plastic waste**.

We are actively seeking new sources of renewable materials to move toward a future less dependent on plastic and constantly strive to minimise packaging waste.

From laundry detergent to dishwashing detergents, fabric softener, bath wash, and cleansing cream, L'Arbre Vert has been strongly committed to the refillable segment since 2006. We sell more refills than bottles (**from 65% to 80% less plastic compared to the corresponding bottles**). We sell twice as many laundry detergent refills as the corresponding bottled product.

Solid solutions have been launched in three product ranges: shower products, shampoos, and dishwashing detergents.

Thanks to the introduction of new plastic-free alternatives for solid solutions, we saved **5 tons of plastic in 2022**. The **reduction in packaging volumes for solid products** has allowed us to **optimise shipments** by reducing the number of trucks.

- **2,250 tons of plastic saved** since 2014, including 332 tons in 2023. We aim to reach **500 tons by 2030**.
- The bottles of **L'Arbre Vert** laundry detergent, dishwashing detergent, and multi-purpose cleaners are made from recyclable **plastic**.
- **Since 2018, we have been producing our own dishwashing de-**



tergent bottles in-house. Over 74 million bottles have been made, equating to more than 1,000 fewer trucks on the road.

- Over 90% of the volume of our products is manufactured in France. Almost 70% of our raw materials (by volume) come from France¹⁰. Committing to local sourcing also involves identifying alternatives according to our specifications, without compromising on efficiency and accessibility. We prioritise plant-based raw materials, avoiding sourcing outside the European borders for packaging and raw materials. For third-party purchases, we ensure that production takes place within the European Union, unless there is a shortage of products and goods within the European Union.
- We prioritise ingredients of natural origin, carefully selected for their quality and origin: **approximately 90% of ingredients of natural origin in the composition of the majority of L'Arbre Vert products**.
- Our ingredients are selected according to their potential for biodegradability and their impact on the environment. Additionally, thanks to
- Our research and development activities, we have managed to improve the ecotoxicity of our cleaning products (dishwashing detergent and liquid detergents) by an average of 10% to 15% between 2022 and 2023.

¹⁰. Subcontracting is excluded.

OUR NEXT OBJECTIVES

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ENVIRONMENT

- Implementing an **energy carrier monitoring system**;
.....
- Installing and launching the second **photovoltaic plant**;
.....
- Using materials more efficiently and reducing waste through **circular economy actions**;
.....
- Conducting a **Life Cycle Assessment (LCA) on certain products in our portfolio** to assess and reduce, in a certified and reliable manner, the environmental impact of strategic products.

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