

VERESCENCE



04

Editorial

06

¿Quiénes somos?

08

Estrategia RSC en tres pilares

10

Gobernanza y sistema de
rendimiento sostenible

12

Cadena de valor

14

Nuestros retos de RSC

16

People First

Salud y seguridad

Bienestar en el trabajo y reconocimiento

Competencias y carreras

Diversidad

30

Act for Society

Arraigo local, fortaleza global

Preservar el empleo en nuestras plantas

Compras responsables

Ética empresarial

41

Eco Solutions

Calidad de servicio y competitividad

Optimización del impacto

medioambiental de nuestros procesos

Innovación y concepción ecológica

48

Anexos

Indicadores RSC y objetivos

Nota metodológica KPI

Iniciativas RSC 2021-2022

Tablas de correspondencias

(GRI y Global Compact)

Informe del OTI (KPMG)

EDITORIAL



THOMAS RIOU
Presidente director general

DESDE HACE AHORA MÁS DE DOS AÑOS VIVIMOS MÚLTIPLES SOBRESALTOS. TRAS EL REPENTINO PARÓN DE LA ECONOMÍA LIGADO A LA EPIDEMIA DE COVID-19, LA FORTÍSIMA RECUPERACIÓN HA PROVOCADO UNA DESORGANIZACIÓN DE LA CADENA DE SUMINISTRO MUNDIAL Y UNA INFLACIÓN MUY IMPORTANTE. ESTE FENÓMENO SE HA ACELERADO AÚN MÁS CON LA GUERRA DE UCRANIA. ADEMÁS, LOS EFECTOS DEL CALENTAMIENTO GLOBAL SON CADA VEZ MÁS NOTABLES. LA CONCIENCIA DE LOS PROBLEMAS MEDIOAMBIENTALES ES CADA VEZ MAYOR Y LA MAYORÍA DE LOS GOBIERNOS TOMAN DECISIONES QUE VAN EN LA DIRECCIÓN CORRECTA. PERO, COMO EMPRESA RESPONSABLE, SABEMOS QUE PODEMOS IR AÚN MÁS RÁPIDO.

En un entorno altamente disruptivo, tenemos que adaptar nuestra empresa manteniendo nuestros valores y rumbo estratégico. Desde hace ahora más de dos años, la resiliencia de nuestro modelo de negocio ha mejorado mucho con la reducción de nuestros costes, el aumento de nuestra agilidad, nuestra capacidad de ejecución, la consolidación de nuestra cartera de clientes y el reequilibrio de nuestra presencia en todos los segmentos del mercado. Lo más importante es que todos hemos trabajado duro para que nuestro objetivo de convertirnos en la referencia mundial del mercado de la belleza sostenible sea una realidad

cada día más tangible.

Este quinto informe de sostenibilidad ilustra bien nuestros nuevos avances, nuestras convicciones y ambiciones. Por enumerar solo algunas iniciativas:

— Nuestra hoja de ruta para la descarbonización fue aprobada por la iniciativa Science Based Targets el pasado mes de febrero. En 2034 habremos reducido nuestras emisiones de CO2 en más de un 40% con respecto a 2019 y construimos un horizonte alcanzable de neutralidad de carbono en 2050. Esta hoja de ruta incluye proyectos muy concretos para los scopes 1, 2 y 3. También nos felicitamos por los resultados



Estamos plenamente comprometidos para cambiar fundamentalmente nuestro impacto ambiental y el del mercado de la belleza.

CDP A para «Water Security» & CDP A- para «Climate change» que nos permiten consolidar nuestros planes de acción de progreso.

— Nuestra filial en Corea del Sur, Verescence Pacific, se ha integrado muy rápidamente en nuestro Grupo y nos permite ofrecer a muchos clientes importantes una cadena logística corta que tiene menos impacto en el medio ambiente. Esta presencia en Asia también nos permite conocer mejor los hábitos y aspiraciones de transformación de los mercados asiáticos para ofrecerles nuevos enfoques de concepción ecológica.

— Hemos lanzado con éxito nuestra nueva composición de vidrio reciclado posconsumo (PCR), Verre Infini® 20. Nuestras composiciones de vidrio PCR representan el 75% de nuestra producción en Europa y pronto serán una realidad en Estados Unidos y Corea del Sur. Estamos orgullosos de haber sido pioneros y de haber definido esta nueva norma mundial.

— Hemos progresado mucho en nuestro plan de acción sobre el agua para avanzar hacia el concepto de «fábrica seca» es decir, para optimizar nuestro reciclaje de agua industrial con el fin de limitar la cantidad de agua que utilizamos.

— Por último, conscientes de que el progreso solo es posible si el conjunto de nuestro ecosistema ampliado progresa, hay muchas iniciativas en marcha con todas

las partes implicadas.

Tenemos la suerte de ocupar la posición de liderazgo en un mercado muy dinámico, pero ello conlleva una importante responsabilidad: poder reducir la huella de nuestro ecosistema mientras aumentamos significativamente nuestras capacidades. Además, estamos asistiendo a cambios muy rápidos en los hábitos de consumo y, por tanto, debemos integrar aún más las señales débiles o tendencias que cambiarán profundamente nuestro negocio en los próximos quince años. Por ello seguimos consolidando nuestras organizaciones y nuestras inversiones en innovación.

Por último, no quiero terminar mi mensaje sin mencionar a los equipos de Verescence, que no solo han superado todos los retos de los últimos años sino que además han aumentado nuestro liderazgo. Las mujeres y hombres de Verescence son nuestra mayor riqueza y nuestra prioridad n.º 1. Las iniciativas presentadas en este informe muestran cómo trabajan a diario para garantizar la continuidad y la sostenibilidad de nuestra empresa. Les transmito mi más sincero agradecimiento por ello.

QUIÉNES SOMOS

LÍDER MUNDIAL EN FRASCOS DE LUJO

DESDE HACE MÁS DE 120 AÑOS, FABRICAMOS Y DECORAMOS FRASCOS Y ENVASES DE VIDRIO DE ALTA GAMA PARA LAS MAYORES MARCAS DE LA INDUSTRIA DE LA PERFUMERÍA Y LA COSMÉTICA. A LA VANGUARDIA DE LA INNOVACIÓN, NUESTRAS SIETE FÁBRICAS EN FRANCIA, ESPAÑA, ESTADOS UNIDOS Y COREA DEL SUR NOS PERMITEN PRODUCIR LO MÁS CERCA POSIBLE DE NUESTROS CLIENTES. LA PASIÓN POR NUESTRO OFICIO NOS LLEVA A SUPERAR LOS LÍMITES DE NUESTRO SABER HACER HISTÓRICO PARA OFRECER SOLUCIONES DE ALTA CALIDAD, INNOVADORAS Y RESPETUOSAS CON EL MEDIO AMBIENTE.

VERESCENCE EN CIFRAS



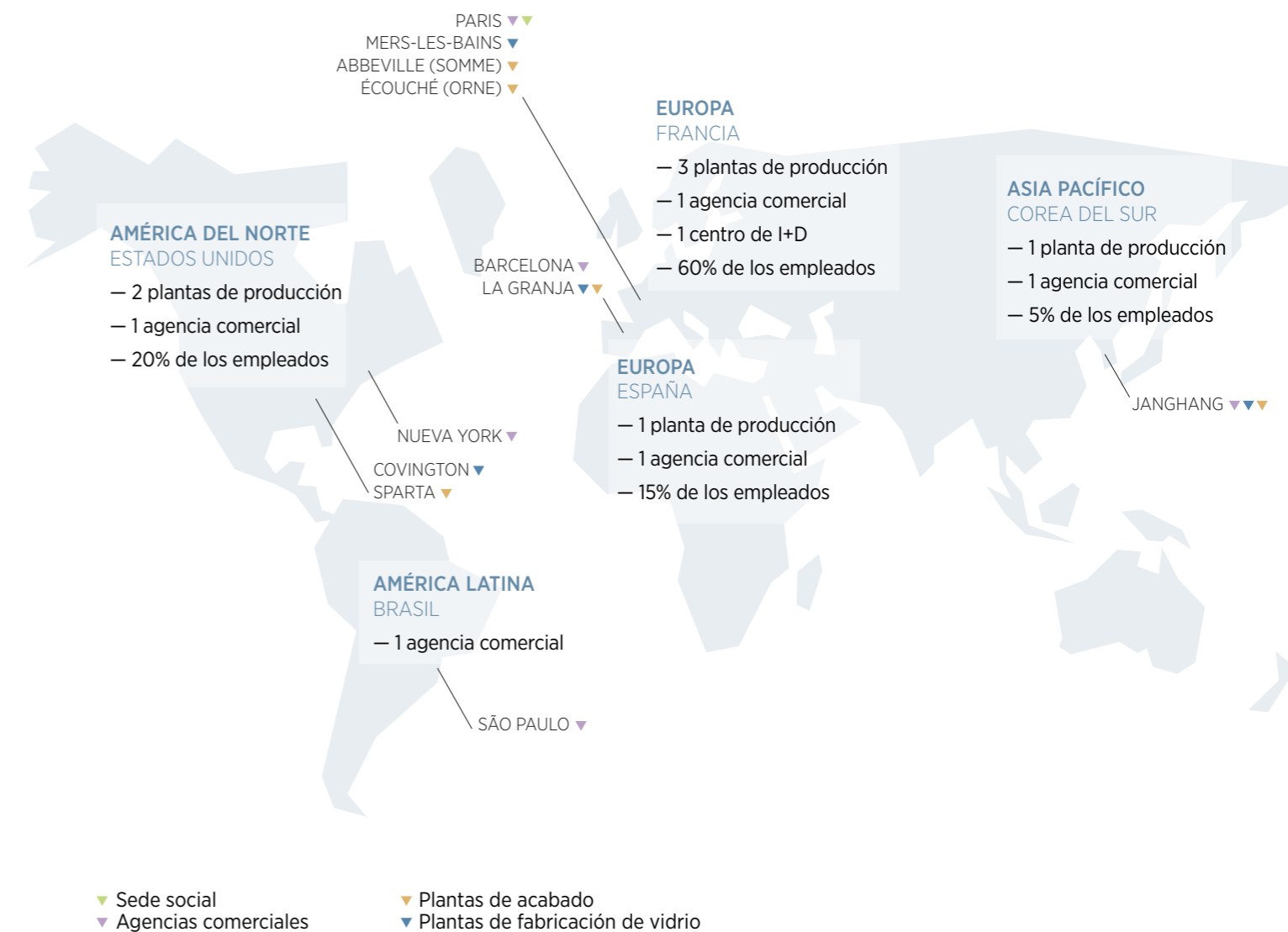
NUESTRAS ACTIVIDADES

PERFUMES Y BELLEZA

Desarrollar frascos y tarros que respondan a las exigencias de los grandes nombres del mundo de la belleza gracias a nuestro gran conocimiento de los oficios del vidrio y del decorado. Más de 300 modelos desarrollados cada año.

AISLADORES

Diseño y fabricación de aisladores eléctricos de vidrio destinados a las líneas eléctricas aéreas de alta tensión. Más de 100 millones de aisladores fabricados por Verescence La Granja Insulators instalados en más de 100 países.



ESTRATEGIA RSC EN 3 PILARES

NUESTRA INICIATIVA RSC TIENE TRES PILARES FUNDAMENTALES: «PEOPLE FIRST», «ACT FOR SOCIETY» Y «ECO SOLUTIONS».

TOTALMENTE INTEGRADA EN NUESTRA ESTRATEGIA GLOBAL, SE ENMARCA EN UN PROYECTO COMPARTIDO CON TODAS LAS PARTES IMPLICADAS Y ESTABLECE COMPROMISOS CONCRETOS. EN PARALELO CON LA CONSECUCCIÓN DE LOS OBJETIVOS DE 2022 INICIADOS EN 2018, EL GRUPO TRABAJA EN NUEVOS RETOS PARA 2025.

VERESCENCE Y LOS OBJETIVOS DE DESARROLLO SOSTENIBLE DE LAS NACIONES UNIDAS

PROGRAMA «GLASS MADE TO LAST» PERMITE CONTRIBUIR A 15 DE LOS 17 OBJETIVOS DE DESARROLLO SOSTENIBLE (ODS) ESTABLECIDOS POR LAS NACIONES UNIDAS PARA 2030.



PEOPLE FIRST

El trabajo del vidrio y del decorado no se puede improvisar. Se basa en conocimientos muy precisos, poco comunes y que requieren un largo aprendizaje. Además, estos oficios van evolucionando con la llegada de las nuevas tecnologías. En la actualidad, Verescence debe poder mantener sus competencias históricas y acompañar sus cambios garantizando la seguridad y el bienestar en el trabajo.

- SALUD Y SEGURIDAD
- BIENESTAR EN EL TRABAJO Y RECONOCIMIENTO
- COMPETENCIAS Y CARRERAS
- DIVERSIDAD



ACT FOR SOCIETY

Verescence tiene la singularidad de ser un grupo internacional con un importante arraigo local. Como líder, debemos ser ejemplares y enmarcar nuestra acción en el tiempo para contribuir positivamente en los ecosistemas que nos rodean. Creemos que los resultados económicos y sociales pueden y deben ir de la mano.

- ARRAIGO LOCAL, FORTALEZA GLOBAL
- PRESERVAR EL EMPLEO EN NUESTRAS PLANTAS
- COMPRAS RESPONSABLES
- ÉTICA EMPRESARIAL



ECO SOLUTIONS

El vidrio es un material único que tiene la propiedad de ser reciclable hasta el infinito sin alterar sus cualidades. Este material nos inspira para integrar el imperativo ecológico como fuente de creatividad y de innovación. Creemos que el desarrollo de procesos más respetuosos con el planeta y de productos de concepción ecológica es compatible con los códigos del lujo y de la belleza.

- CALIDAD DE SERVICIO Y COMPETITIVIDAD
- INNOVACIÓN Y CONCEPCIÓN ECOLÓGICA
- OPTIMIZACIÓN DEL IMPACTO MEDIOAMBIENTAL DE NUESTROS PROCESOS



GOBERNANZA Y SISTEMA DE RENDIMIENTO SOSTENIBLE



Alain THORRÉ
Director de RSC, Calidad y Mejora continua
VERESCENCE

Las cuestiones de RSC afectan a todos los departamentos y centros de Verescence. Desde hace varios años existe una estructura de gobernanza para definir la estrategia de RSC de Verescence y su despliegue en todos los centros, en todos los procesos y en todos los niveles de la organización.

El «Verescence Sustainable Performance System» —nuestro sistema de gestión del rendimiento— permite medir los resultados, establecer objetivos de mejora y desarrollar planes de acción. Al igual que los rendimientos financiero e industrial, se mide el rendimiento RSC, se fijan objetivos y se aplican planes de acción e inversiones para alcanzarlos.

A este efecto, hemos observado los consumos de energía, las emisiones de CO2 y la necesidad de agua de cada sede. Para medir mejor nuestros consumos y optimizarlos, se han implantado numerosos contadores (agua, gas, electricidad), se ha aplicado un sistema de GTE (Gestión Técnica de Energías) en Mers-les-Bains como sede piloto y progresivamente incluiremos los requisitos de la ISO 50001* (certificación del centro de Mers-les-Bains en 2019 y La Granja en 2021).

*Certificación de la gestión de las energías

NUESTRAS NOTAS ESG*

ECOVADIS

La metodología de este organismo de evaluación, cuya clasificación es un estándar mundial de RSC, se basa en cuatro temáticas: Medioambiental, Social y Derechos Humanos, Ética y Compras responsables.

Con una puntuación de 83/100, el Grupo Verescence mejora en 4 puntos su nota global con respecto a 2020 y figura en el círculo cerrado del 1% de las empresas más eficientes, una posición que ocupamos desde 2018.

Nuestras tres plantas francesas, dos norteamericanas y nuestra planta en España también mantienen sus medallas de Platino en 2022 con una puntuación de 83/100, mientras que nuestra filial surcoreana Verescence Pacific consigue el oro en su primera evaluación poco más de un año después de incorporarse al Grupo.



CDP

Considerado una referencia en materia de reporting medioambiental, el CDP es un organismo internacional sin ánimo de lucro que gestiona unas de las bases de datos medioambientales más completas del mundo y que evalúa la manera en que las empresas actúan para reducir su impacto medioambiental en todas sus cadenas de valor.

En 2021, Verescence ha sido reconocida por su liderazgo en materia de desarrollo sostenible por el CDP, con la clasificación «A» por su gestión responsable del agua y «A-» por su lucha contra el cambio climático.

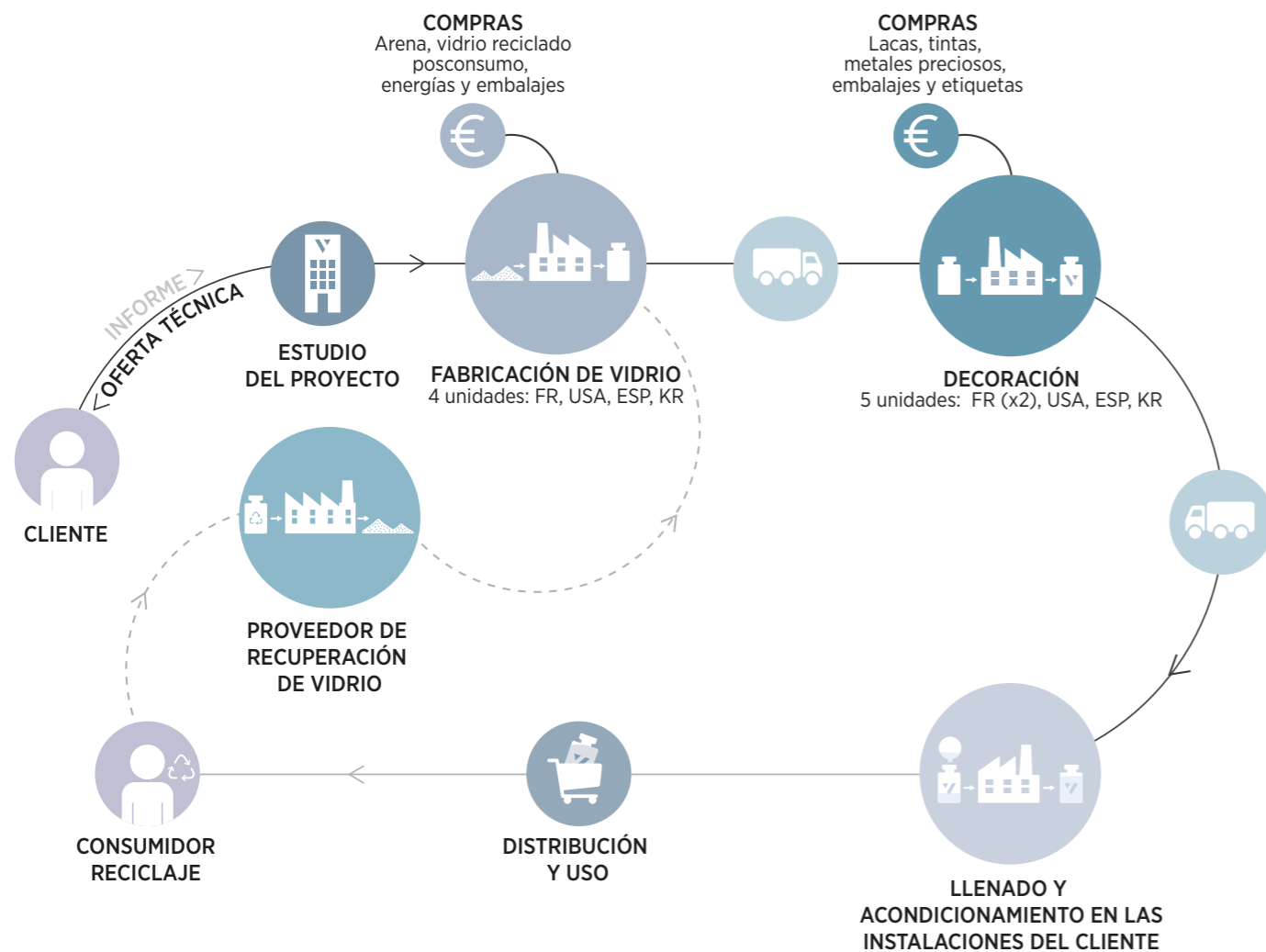
Verescence es también una de las empresas que ha conseguido una calificación A (nivel de liderazgo) Supplier Engagement Rating (SER) del CDP en reconocimiento a sus acciones para medir y reducir los riesgos climáticos en su cadena de suministro.



*Criterios medioambientales, sociales y de gobernanza

CADENA DE VALOR

EN VERESCENCE CREEMOS QUE NUESTROS EMPLEADOS Y SOCIOS MARCAN LA DIFERENCIA: SON LOS RECURSOS ESENCIALES PARA SUBLIMAR LOS PRODUCTOS DE NUESTROS CLIENTES.



RECURSOS

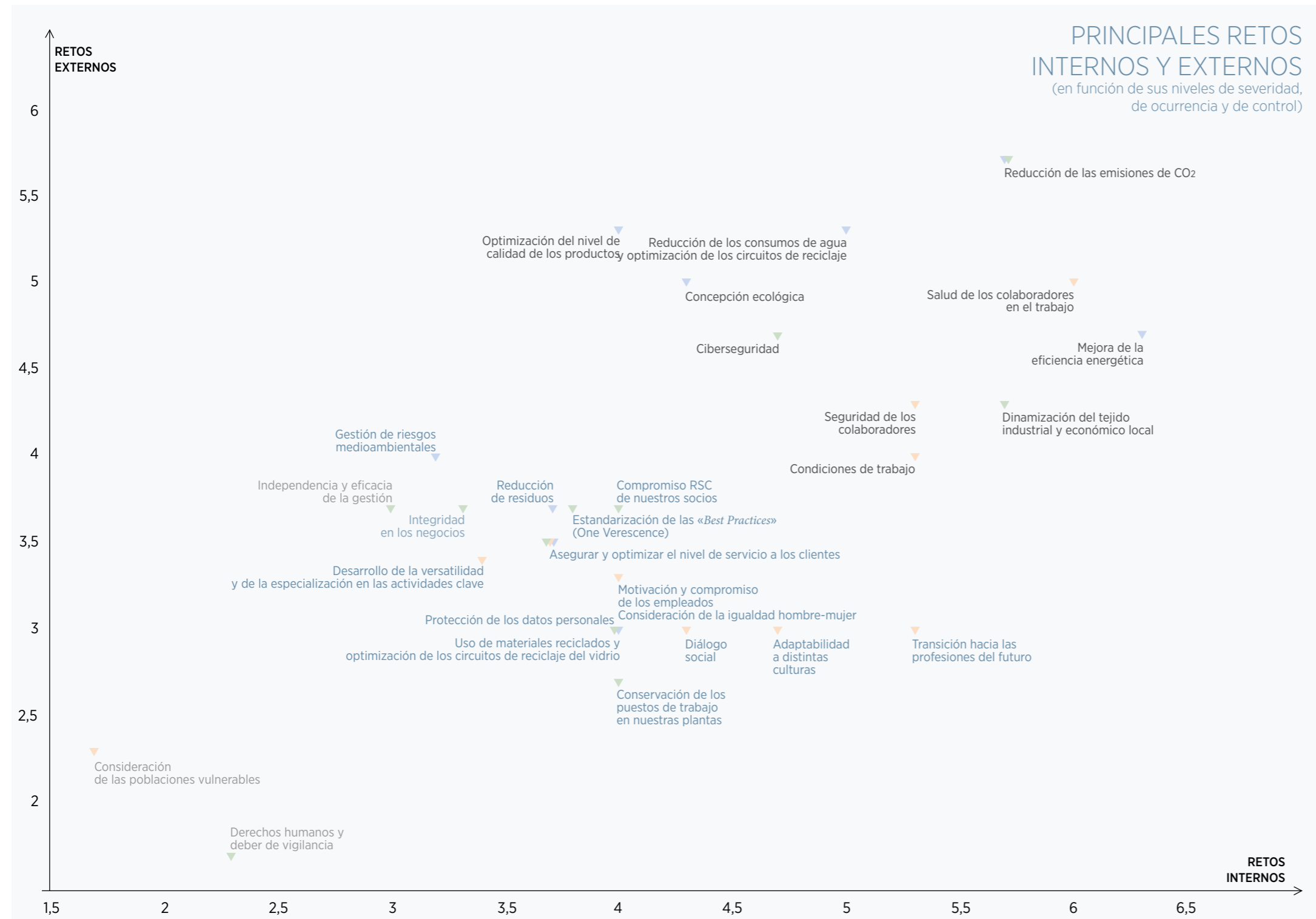
CAPITAL FINANCIERO 350 M€ de facturación
CAPITAL HUMANO 2328 empleados
CAPITAL INTELLECTUAL 278 contrataciones 61 patentes y/o solicitudes de patentes activas
CAPITAL INDUSTRIAL 7 plantas industriales
CAPITAL MEDIOAMBIENTAL Cantidad de vidrio producido: 153 155 toneladas Total energía: 785 413 MWh Agua consumida: 402 089 m³
CAPITAL RELACIONAL 96,5% de compras locales 2452 proveedores 113 socios en la lista RSE1* 173 M€ de compras

CREACIÓN DE VALOR

IMPACTO FINANCIERO +9% de incremento de las ventas
IMPACTO HUMANO TF1 = 4,10 40% de contrataciones femeninas 100% de nuestros empleados se benefician de una mutua y de un seguro complementario
IMPACTO INTELLECTUAL 57 % de empleados formados
IMPACTO INDUSTRIAL Vidrio: mantenimiento de los resultados con un importante aumento de las capacidades de producción Decoración: Productividad lacado: +4,3% Productividad otras decoraciones: +1% Reducción de los tiempos de cambio: -12%
IMPACTO MEDIOAMBIENTAL -4797 toneladas de emisiones de CO2 entre 2020 y 2021 (Scope 1 y Scope 2**) Laca hidrosoluble vs. Disolvente: 89% Tasa de reciclaje de residuos: 89,9% Emisiones de CO2 (Scope 1 y 2**): 1,12 tCO2e/tv Emisiones de NOx: 1,66 t/tv Emisiones de SOx: 0,64 t/tv Emisiones de partículas finas: 0,06 t/tv
IMPACTO RELACIONAL 0,79% de reclamaciones de clientes OTIF (On Time, In Full) = 95%

*Proveedores que trabajan activamente en el impacto RSC de Verescence **método market-based tv = tonelada de vidrio producida

NUESTROS RETOS RSC



NOTA METODOLÓGICA

El sistema de gestión de riesgos implantado por el Grupo Verescence se basa en la identificación y consideración de los principales factores que pueden tener un impacto significativo en sus actividades, su situación financiera y su imagen. El Comité Ejecutivo ha validado la identificación y la evaluación de 97 factores de riesgo que tienen un impacto interno (continuidad de la actividad, rendimiento, rentabilidad, etc.) o externo para una o varias de sus partes interesadas (clientes, proveedores, socios financieros, empleados, instituciones y sociedad civil). Todos estos factores internos y externos se evalúan periódicamente según tres criterios calificados del 1 al 10: gravedad, ocurrencia y nivel de control. De esta evaluación se desprenden 28 temas de RSC significativos para el Grupo y todas sus filiales, 10 de los cuales se consideran importantes, tanto interna como externamente. Esta categorización permite establecer y verificar la pertinencia de la estrategia de RSC del Grupo para todos sus pilares. Así, todos nuestros retos están representados y priorizados en la cartografía contigua.

PEOPLE FIRST

SALUD Y SEGURIDAD

**BIENESTAR EN EL TRABAJO
Y RECONOCIMIENTO**

COMPETENCIAS Y CARRERAS

DIVERSIDAD

Nuestro éxito y rendimiento se basan sobre todo en las mujeres y los hombres que forman parte de Verescence y en la atención que prestamos a su bienestar y desarrollo. Impulsados por nuestros valores —Pasión, Excelencia, Respeto, Audacia— y nuestra cultura corporativa, centramos nuestros esfuerzos en cuatro prioridades de actuación en las que podemos marcar la diferencia: seguridad, calidad de vida en el trabajo, desarrollo del talento y diversidad. En cada una de ellas, hemos logrado avances significativos en 2021-2022.

EL AÑO 2021 EN CIFRAS CLAVE



SEGURIDAD

4,1 ÍNDICE TFI
PARA EL GRUPO
OBJETIVO 2022: <2



**BIENESTAR
EN EL TRABAJO
Y RECONOCIMIENTO**

9,3% PARTE DE LAS INVERSIONES
DEDICADAS A LA MEJORA DE
LAS CONDICIONES DE TRABAJO
E INICIATIVAS DE SALUD, SEGU-
RIDAD Y MEDIO AMBIENTE (HSE)
OBJETIVO 2022: 2%



DIVERSIDAD

33% DE MUJERES
EN EL GRUPO

29,7% DE MUJERES
DIRECTIVAS
OBJETIVO 2022: >35%

40% DE CONTRATACIONES
FEMENINAS
OBJETIVO 2022: 50%

90 ÍNDICE DE IGUALDAD
MUJERES/HOMBRES



**COMPETENCIAS
Y CARRERAS**

19 734 HORAS DE FORMACIÓN
EN NUESTRAS ESCUELAS
DEL VIDRIO Y DEL DECORADO

57% DE EMPLEADOS
FORMADOS
OBJETIVO 2022: 70%

*El Índice de Igualdad de Género, puntuado sobre 100, es una iniciativa del gobierno francés

SALUD Y SEGURIDAD

UN NUEVO CENTRO LOGÍSTICO PARA LA PLANTA DE LA GRANJA

Este nuevo centro logístico situado fuera de las zonas de producción se ha convertido en el único punto de carga y descarga de la fábrica y también incluye un área de gestión de residuos.

Operativo desde mayo de 2022, este proyecto de más de 600 000 euros se acompaña de mejoras significativas:

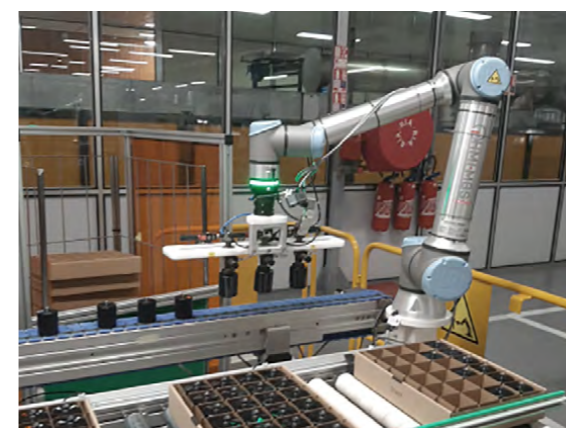
- Reducción de los riesgos de accidentes al reducir en un 90% el tráfico de camiones en nuestra fábrica
- Reducción de las emisiones de CO₂ al sustituir el 25% de nuestro parque de carretillas diésel convencionales por carretillas eléctricas
- Construcción de nuevos espacios de trabajo de calidad para nuestros servicios de expediciones y para los conductores de nuestros proveedores de transporte.



COBOTS PARA MEJORAR LAS CONDICIONES DE TRABAJO

El Grupo Verescence tiene importantes objetivos de reducción de los riesgos de accidentes y de mejora de las condiciones de trabajo.

En este contexto, hemos querido desarrollar el uso de robots colaborativos en todas nuestras fábricas.



Tras una primera experiencia exitosa en nuestra fábrica de decoración en España, hemos decidido implantar esta tecnología en todo el mundo tanto para limitar las operaciones de carga manual de nuestras líneas de producción como para liberar tiempo a nuestros operarios y mejorar el rendimiento. Este programa afecta a las plantas francesas de Verescence Orne y Verescence Somme, pero también a nuestras plantas coreanas y americanas.



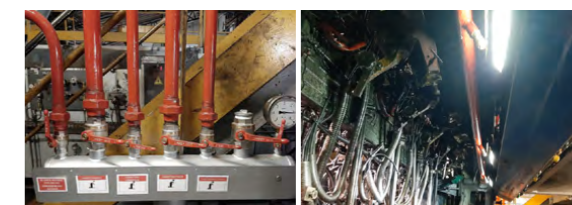
AUTOMATIZACIÓN DE LA LÍNEA DE MONTAJE DE AISLADORES EN LA GRANJA



En el marco de nuestra política de RSC, para reducir las tareas repetitivas y no ergonómicas de nuestros colaboradores, hemos invertido 600 000 euros en seis robots automáticos que permiten movilizar a nuestros colaboradores en la gestión de la eficiencia de la línea de montaje de aisladores.

PREVENIR RIESGOS DE INCENDIO

En nuestra industria, uno de los riesgos más importantes es el riesgo de incendio.



Trabajamos desde hace varios años en tecnologías que permiten apagar muy rápidamente un incendio en una de nuestras máquinas de moldeo.

En 2021, la fábrica de Mers-les-Bains ha sido elegida como planta piloto para probar un prototipo de sistema de diluvio de protección contra incendios. Esta tecnología pronto se implantará en todas nuestras máquinas.

BIENESTAR EN EL TRABAJO Y RECONOCIMIENTO

NUEVAS OFICINAS EN PARÍS Y NUEVA YORK



La coherencia de nuestra estrategia RSC se pone de manifiesto en nuestra nueva sede de Puteaux-La Défense. Este proyecto participativo ha sido una excelente ocasión de crear un ambiente de trabajo cómodo e inspirador que optimiza el bienestar en el trabajo y al mismo tiempo aumenta la eficacia y el trabajo en equipo.

Diseñado para ritmos de trabajo híbridos, este entorno modular incluye varias salas de reuniones, espacios comunes y de descanso, y un gran jardín con una minigranja urbana.

Siguiendo este mismo modelo, hemos reubicado nuestras oficinas neoyorquinas en el centro de Manhattan, más próximas a nuestros clientes principales.

VERESCENCE SOMME RENUEVA SUS ESPACIOS COMUNES

Tras varias obras en los últimos años para mejorar los espacios de producción de nuestra planta de Verescence Somme, hemos querido poner a disposición de nuestros empleados unos vestuarios de gran calidad.

Tras siete meses de obras, este proyecto finalizará a mediados de 2022 y aportará una mejora individual de la calidad de vida en el trabajo.

Próximas etapas: renovación de los espacios de descanso y restauración.



JORNADA RSC 2021

Organizada durante la pandemia de Covid-19 en formato híbrido, la edición 2021 se ha centrado en iniciativas locales presentadas en formato vídeo a todos nuestros empleados.

Entre las temáticas abordadas están la concepción ecológica, la gestión técnica de las energías o la gestión de los residuos.

Esta jornada de movilización en torno a los tres pilares de la RSC de Verescence también estuvo jalonada por varios stands, entre ellos el de formación para la manipulación de extintores y primeros auxilios y el de actividades de plantación de árboles.



COMPETENCIAS Y CARRERAS

FORMACIÓN «LEAN SPECIALIST»



La mejora duradera del rendimiento requiere la aplicación rigurosa de métodos y herramientas probados durante años en muchas empresas. Esta iniciativa existe en Verescence desde hace más de diez años.

**Para ir más allá,
a principios de 2021 hemos decidido
aumentar el número de
empleados capaces
de realizar de forma autónoma
proyectos de mejora continua.**

Se está implantando un programa de formación de cuatro niveles (White / Yellow / Green / Black Lean Specialist) con el objetivo de formar al 10% de nuestros empleados, lo que equivale a más de 300 personas. A finales de 2021 ya habían sido formadas 145 personas.

UN SÓLIDO COMPROMISO DE VERESCENCE CON LOS JÓVENES TALENTOS

Movidos por la voluntad de atraer a los futuros talentos del Grupo y ayudar a los jóvenes a iniciar su carrera profesional, Verescence colabora con las escuelas de ingeniería (ENSIL-ENSCI, UTC, INSA, ICAM, HEI) y técnicas (Lycée du Vimeu en la Somme y Lycée Anguier en Seine-Maritime) y recibe cada año en el conjunto de sus plantas francesas a más de 40 alumnos en prácticas y a 20 en régimen de trabajo y estudios.

**Nuestro alcance internacional
también nos permite
ofrecer cada año varios V.I.E*
en nuestras filiales.**

*Voluntariado Internacional en Empresa

NUESTROS JÓVENES TALENTOS NOS CUENTAN SU EXPERIENCIA



Antoine
Controlador de gestión industrial en V.I.E
VERESCENCE NORTH AMERICA

Tras cursar un máster en Finanzas y Sistemas de Información en el sector aeronáutico, quise continuar mi carrera en el sector industrial internacional. Después de una primera experiencia como controlador comercial en la sede social de Verescence, estaba deseando desarrollar mis habilidades como controlador industrial V.I.E. en la planta de Covington, en Estados Unidos. Desde abril de 2022 participo en la elaboración de informes financieros y en el seguimiento de los indicadores clave de rendimiento (KPI) para la gestión de la planta, así como en el desarrollo de cuadros de mando en una herramienta de inteligencia empresarial. Trabajar cerca de las operaciones en un sector tan complejo como el del vidrio es una excelente oportunidad y una fuente de motivación.



Clothilde
Formación en alternancia RSC
VERESCENCE FRANCE

Como parte de mi máster RSC especializado en gestión medioambiental, quería trabajar en una empresa con una ambiciosa política de RSC. Los objetivos de sostenibilidad de Verescence se corresponden perfectamente con lo que yo buscaba. Desde septiembre de 2021, me encargo de apoyar al centro de Janghang (Corea del Sur), recién integrado en el Grupo, en su despliegue de la norma de RSC, así como en sus informes extrafinancieros. También participo en la reflexión de Verescence sobre la reducción de su impacto climático y medioambiental. Trabajar en una empresa comprometida con el reto climático es una verdadera fuente de motivación.



Evane
Aprendiz de Mejora continua
VERESCENCE ORNE

En el marco de un máster en Innovación en Gestión Operativa y Experiencia del Cliente en el CESI de Caen, me incorporé al equipo de Verescence Orne en octubre de 2021. Mis fuentes de motivación fueron las misiones propuestas por la empresa, que se correspondían perfectamente con mi proyecto profesional. Como aprendiz de mejora continua, debo gestionar proyectos en nuestros diferentes pilares y apoyar a la empresa en su transformación digital, en particular con la implantación del nuevo software MES (Manufacturing Execution System), la formación de nuestros empleados, etc.



Romain
Ingeniero de Calidad y Mejora
Continua en V.I.E
VERESCENCE NORTH AMERICA

De pequeño, tuve la oportunidad de vivir unos años en Estados Unidos. Con el deseo de vivir una nueva experiencia allí, esta vez profesional, me lancé a la búsqueda de una oportunidad de V.I.E. Contratado en marzo de 2020, finalmente pude incorporarme a Verescence, tras dos años de pandemia, con la esperanza de desarrollar mis competencias técnicas y de gestión adquiridas durante mi primera experiencia en la industria aeronáutica y mis estudios de Ingeniería General en Artes y Oficios. Bajo la dirección de Quality North America, tengo la oportunidad de trabajar estrechamente con los dos centros de producción (vidrio y decoración) para satisfacer las expectativas de calidad del cliente.

COMPETENCIAS Y CARRERAS

EL CENTRO DE FORMACIÓN DE VERESCENCE CERTIFICADO 'QUALIOPi'



Desde 2017, nuestro centro de formación de Mers-les-Bains dispone de la homologación «Datadock», que certifica nuestra capacidad para impartir formación que cumpla a la perfección los criterios de calidad definidos.

En coherencia con nuestros valores de exigencia de calidad, de profesionalidad y de compromiso con nuestros alumnos en prácticas, hemos adaptado nuestro sistema de calidad como exige el sistema de Referencia Nacional.

Hemos sido evaluados por un organismo certificado acreditador (BCI France) para «actividades de formación» y nuestro proceso obtuvo la certificación QUALIOPi en enero de 2022.



INFORMACIÓN SOBRE EL MÓDULO DE FORMACIÓN DE EMPACADOR-CLASIFICADOR

OBJETIVO: transmitir las técnicas de clasificación para detectar los fallos en los frascos/tarros de vidrio

189

SOLICITANTES DE EMPLEO Y TRABAJADORES TEMPORALES FORMADOS EN 2021

98%

DE LOS ALUMNOS EN PRÁCTICAS SATISFECHOS CON SU FORMACIÓN

68%

DE ALUMNOS EN INMERSIÓN 5X8 PARA PROFUNDIZAR EN SU CONOCIMIENTO

ITINERARIOS PROFESIONALES PARA FOMENTAR LA EVOLUCIÓN Y LA PROGRESIÓN DE LOS EMPLEADOS

Desde hace unos años, Verescence North America aplica con éxito itinerarios profesionales para fomentar la evolución y la progresión de los empleados, atraer y retener a nuestros talentos.

Estos itinerarios profesionales permiten mejorar los conocimientos y competencias de nuestros empleados no solo para dominar sus funciones actuales, sino también para que evolucionen y accedan a nuevas responsabilidades.

Por otra parte, esto permite aumentar significativamente la eficiencia de la empresa con mayor compromiso, motivación y satisfacción de nuestros empleados. En 2021, Verescence North America ofreció un total de 11 668 horas de formación a sus empleados.

TESTIMONIOS DE NUESTROS TALENTOS

ÉRIC EMPEZÓ COMO EMBALADOR EN VERESCENCE SOMME EN 2001. EN 2004, QUISO CONTRIBUIR AL DESARROLLO DE VERESCENCE EN ESTADOS UNIDOS COMO TÉCNICO DE DECORACIÓN PERO NO PERDIÓ EL CONTACTO Y SIGUIÓ FORMÁNDOSE CON LOS EQUIPOS FRANCESES. EN 2019, FUE ASCENDIDO A EXPERTO TÉCNICO EN SPARTA (GEORGIA) DE LA UNIDAD AUTÓNOMA DE PRODUCCIÓN QUE SE ENCARGA DE LOS PROCESOS DE LACADO, ETIQUETADO, PULIDO Y ENCOLADO.



Éric
Experto técnico en decoración
VERESCENCE SPARTA

Si comparamos la fábrica de Sparta de hoy con la de 2003, podemos ver lo mucho que hemos avanzado. Estoy muy orgulloso de nuestro desarrollo tecnológico y educativo en los últimos veinte años. Pero me siento aún más orgulloso de formar parte del equipo que ha dirigido la transformación de esta planta en los últimos tres años. Es un sueño hecho realidad después de muchos años de esfuerzo. Desde mis inicios como decorador en Verescence Somme hasta hoy, mi pasión sigue siendo la misma: aprender nuevos procesos y transmitirlos. Los éxitos que hemos conseguido en los últimos tres años siguen alimentando esta pasión.

DIVERSIDAD

PROMOVER LA DIVERSIDAD CULTURAL GRACIAS A LA FORMACIÓN LINGÜÍSTICA

Nuestro entorno de trabajo multicultural (Francia, España, Estados Unidos, Brasil y Corea del Sur) representa un potente motor de innovación y de creatividad. De ahí la introducción en 2021 de un amplio programa de formación lingüística en la empresa para diez empleados de nuestra nueva filial surcoreana que, como parte de sus funciones, deben comunicarse regularmente con otros centros de producción del Grupo.

“Cada semana se imparten tres horas de clase de inglés principiante e intermedio en nuestras instalaciones, lo que permite intensificar de forma gradual las relaciones e intercambios entre plantas.



FEMINIZACIÓN DE LOS OFICIOS DE LA INDUSTRIA

La feminización de los oficios de la industria también es uno de nuestros principales retos.

“A nivel mundial, Verescence cuenta con un 33% de mujeres entre sus efectivos incluidos ámbitos muy operativos como la producción, calidad, mantenimiento, etc.

Trabajamos para atraer a perfiles femeninos y demostrar que se puede hacer carrera en oficios técnicos que hasta ahora estaban ocupados mayoritariamente por hombres, como el de conductor de máquina IS o el de ingeniero/técnico de mantenimiento.

IGUALDAD PROFESIONAL

Verescence persigue una política voluntarista en materia de igualdad profesional entre mujeres y hombres en todas sus plantas.

“En Francia, esto se traduce por un índice de igualdad profesional entre mujeres y hombres que ha seguido creciendo en 2021 con una atención particular a la igualdad salarial en puestos equivalentes, el acceso de las mujeres a los puestos directivos y la gestión de las incorporaciones tras las bajas por maternidad.

CUATRO INGENIERAS DE VERESCENCE LA GRANJA COMPARTEN SU PASIÓN POR LOS OFICIOS DE LA INDUSTRIA



Laura
Ingeniera industrial
RESPONSABLE TÉCNICA
DE AISLADORES

Desde pequeña, mis asignaturas favoritas siempre han sido las matemáticas, la física, la química, el dibujo técnico, etc. Así que no dudé ni un segundo a la hora de elegir mi formación. Mientras estudiaba siempre estuve segura de que hacía lo que más me gustaba y nunca me cuestioné esta elección. Las dudas aparecieron cuando accedí al mercado laboral. Cuando ves que la mayoría de tus colegas son hombres, no te sientes realmente en tu sitio. Pero no dejé que eso me desanimara y me esforcé aún más para lograr mis objetivos dando lo mejor de mí misma. A todas las chicas que quieran formarse en STEM*, les diría que elijan su carrera sin ponerse límites. No tengas miedo, ve a por ello y llegarás lejos. La solución está dentro de ti.



Elena,
Licenciada en Ciencias Químicas
DIRECTORA DE CALIDAD

Siempre supe que quería cursar una carrera científica. Me encantaba la forma en que la ciencia permite resolver los enigmas y nos ayuda a entender el mundo que nos rodea. Yo animaría a cualquier chica que no esté segura de qué estudiar a que elija una carrera de ciencias. Sus títulos ofrecen un gran número de oportunidades. Además, podrán adquirir habilidades que les serán útiles tanto en el mundo laboral como en su vida cotidiana. Trabajad duro, luchad por vuestros sueños y no dejéis que los estereotipos os disuadan de participar en proyectos más técnicos.



Naipí
Ingeniera electrónica industrial
y automatización
PLANIFICACIÓN DE AISLADORES

Siempre me ha gustado inventar cosas y hacer investigaciones. Más tarde me apasioné por la física, la tecnología y la ingeniería, hasta el punto de que ahora intento transmitir esta pasión a las adolescentes que asisten a mis clases, enseñándoles que pueden conseguir todo lo que se propongan si realmente lo desean. Hay que dar más visibilidad e importancia a las mujeres que han realizado una labor destacada en el ámbito de la ciencia para que las niñas puedan admirar los modelos femeninos y confirmar que no se ven obstaculizadas por ninguna barrera. No importa si el campo que eligen para estudiar suele estar ocupado por hombres. Una vez dentro, verán que también hay grandes mujeres y excelentes compañeras.



Luna
Licenciada en Ciencias Físicas
RESPONSABLE DE
LOGÍSTICA INTERNA

Me gusta entender el origen de los fenómenos, así que siempre me pareció obvio estudiar en el campo de la física. Las mujeres tienen tanto que aportar a la ciencia como los hombres. La diversidad de puntos de vista y competencias que aportan a un proyecto contribuye a aumentar la productividad, retener el talento y crear un mejor entorno de trabajo. Somos conscientes de que es más fácil para los hombres emprender estudios STEM*, por lo que la aprensión de las chicas que quieren seguir esta formación es bastante normal, pero este temor puede estimularlas a prepararse mejor y darles la fuerza y la confianza necesarias para alcanzar sus objetivos, sean cuales sean.

*Ciencia, tecnología, ingeniería y matemáticas

ACT FOR SOCIETY

- ARRAIGO LOCAL,
FORTALEZA GLOBAL
- PRESERVAR EL EMPLEO
EN NUESTRAS PLANTAS
- COMPRAS RESPONSABLES
- ÉTICA EMPRESARIAL

El periodo actual nos obliga a actuar con responsabilidad y a reforzar nuestro compromiso con todas las partes interesadas afectadas directa o indirectamente por la crisis sanitaria y económica con el fin de aumentar nuestra capacidad de recuperación colectiva. Como buen ciudadano corporativo, Verescence desea contribuir positivamente en los territorios en los que vivimos, trabajamos y obtenemos nuestros productos, a través de la preservación de los puestos de trabajo, las compras responsables y una ética empresarial impecable.

EL AÑO 2021 EN CIFRAS CLAVE



COMPRAS RESPONSABLES

96,5% DE COMPRAS LOCALES
HEMOS SUPERADO EN 1,5 PUNTOS NUESTRO OBJETIVO DE 2022

173 MILLONES DE EUROS EN COMPRAS
EN UN ECOSISTEMA DE 2452 PROVEEDORES ACTIVOS

98% % DE LOS 113 PROVEEDORES DE LA LISTA RSC 1
HAN FIRMADO LA CARTA RSC
OBJETIVO 2022: 100%

80% % DE ELECTRICIDAD CONSUMIDA EN ESPAÑA
DE ORIGEN RENOVABLE GARANTIZADO
OBJETIVO 2025: 80% A NIVEL DE GRUPO



PRESERVAR EL EMPLEO EN NUESTRAS PLANTAS

17 NUEVAS PERSONAS ACOMPAÑADAS POR VERESCENCE EN ITINERARIOS DE FORMACIÓN CON CERTIFICADO Y TITULACIÓN, LO QUE EQUIVALE A 63 PERSONAS DESDE EL INICIO DEL PROGRAMA EN 2016



ÉTICA EMPRESARIAL

91% DE LOS EMPLEADOS EXPUESTOS A LOS RIESGOS EN SU TRABAJO FORMADOS SOBRE LOS RIESGOS DE CORRUPCIÓN
OBJETIVO 2022: 100%

695 EMPLEADOS FORMADOS SOBRE CIBERSEGURIDAD

RECONOCIDO COMO "LÍDER DE COMPROMISO CON PROVEEDORES 2021" POR LA ORGANIZACIÓN INTERNACIONAL CDP



PATROCINADOR OFICIAL DEL AÑO INTERNACIONAL DEL VIDRIO



COMPRAS RESPONSABLES

ENERGÍAS RENOVABLES

Desde el 1 de enero de 2022, el 80% de nuestra electricidad consumida en España es de origen renovable garantizado por un contrato de 10 años en PPA¹, lo que equivale a una reducción de unas 9000 toneladas de CO2 por año.

Nuestro objetivo validado por la iniciativa Science Based Targets es utilizar el 80% de la electricidad de origen renovable en 2025 (lo que equivale a una reducción de 44 523 toneladas de CO2 con respecto al año de referencia 2019).

Tras el contrato PPA de nuestra filial española, trabajamos prioritariamente en los países que no disponen de electricidad altamente descarbonizada como en Francia: Corea del Sur y Estados Unidos.

DESCARBONIZACIÓN DE NUESTRAS MATERIAS PRIMAS

El carbonato de sodio, una de las principales materias primas utilizadas en la composición del vidrio, representa el 23% de las emisiones de CO2 de nuestro scope 3 y ocupa el primer puesto muy delante de las demás.

Queremos aumentar la cantidad de carbonato de sodio natural que genera tres veces menos emisiones que el carbonato de sodio sintético.

Por otra parte, trabajamos con los proveedores de sosa sintética para validar los planes de descarbonización que deben aplicar en los próximos años.

IMPLANTACIÓN DE KPIs DINÁMICOS CON NUESTROS PROVEEDORES PRINCIPALES

Como empresa comprometida, hemos entendido desde hace años que debemos trabajar con el conjunto de nuestro ecosistema para obtener resultados concretos y en particular para actuar en nuestro scope 3. Hemos querido trabajar en prioridad con nuestros proveedores con más impacto, denominados proveedores RSC1. Estos últimos abarcan el 62% del total de nuestras compras y el 80% de nuestras emisiones de CO2 en los scopes 1, 2 y 3.

En el contexto del Verescence Sustainable Performance System, se han definido KPI dinámicos y se han aplicado con nuestros proveedores.

La finalidad es objetivar los esfuerzos de RSC de nuestros proveedores RSC1 comprometidos en una carta firmada por cada uno de ellos. La revisión de estos KPI dinámicos enriquece planes de acción plurianuales que implican a nuestros socios en un programa de mejora continua evaluado periódicamente en EcoVadis y CDP.



Hervé SCHRICKE
Director de Compras
VERESCENCE

En un contexto de elevada inflación, velamos por anticipar un acompañamiento rápido y eficaz de nuestros proveedores locales que mayoritariamente son PYMES o microempresas, como nuestros proveedores de clasificación y decoración.

¹El Power Purchase Agreement es un contrato de larga duración de suministro de electricidad de origen renovable firmado entre un proveedor de energía y un consumidor

KPI DINÁMICOS: TESTIMONIOS DE NUESTROS PROVEEDORES

SOMOBRESLE MG GROUP
Diseño, realización y reparación de herramientas para la industria



Desde junio de 2021, Somobresle cuenta con la certificación Plata en la plataforma de calificación EcoVadis. Como PYME, aplicar un enfoque estructurado de RSC y dirigirlo requiere tiempo y energía. El hecho de basarnos en el método de Verescence y de implicarnos plenamente en las acciones de seguimiento nos ha permitido avanzar más rápidamente en nuestro propio método y establecer un cierto número de indicadores. Estos indicadores, que se controlan en reuniones periódicas con los equipos de Verescence, nos permiten dar vida a nuestro propio método y compartirlo con todos nuestros socios y proveedores.

TRANSPORTS JMS
Transporte y logística



La descarbonización de nuestro transporte forma parte de un paquete completo de servicios ofrecidos a nuestros clientes como Verescence. Con el desarrollo del uso de combustibles alternativos descarbonizados podremos desarrollar nuestra oferta y acompañar a nuestros clientes históricos locales a partir de 2022: combinado con nuestra formación sistemática en conducción ecológica para nuestros conductores, creemos que es la respuesta concreta a los problemas medioambientales actuales.

SA PARICHE . G
Decorado



Las medidas adoptadas por el Grupo Verescence nos permiten establecer y desplegar nuestras propias acciones de RSC de forma más rápida y estructurada, de manera pertinente y concreta. La puesta en común y el apoyo ofrecidos deben llevarnos a un enfoque global de progreso continuo.

IMPRIMERIE CARRÉ
Impresión y moldeado



Nuestra colaboración con Verescence en el marco de la RSC aumenta nuestra motivación para encontrar un material de cartón alternativo que permita eliminar el revestimiento de plástico, mejorando así la reciclabilidad conservando las características técnicas de las rejillas.

ARRAIGO LOCAL Y FORTALEZA GLOBAL

VERESCENCE EN LA GRAN EXPOSICIÓN DEL MADE IN FRANCE



Con motivo de la segunda edición de la Gran Exposición del Made in France celebrada los días 3 y 4 de julio de 2021 en el Palacio del Elíseo, Verescence tuvo el honor de ser seleccionada entre 2325 candidaturas para presentar a los visitantes su buen hacer único.

Este evento puso de relieve 126 productos fabricados en Francia, como los magníficos frascos Allegra de Bvlgari realizados por Verescence gracias a la sinergia de los conocimientos en vidrio y decorado de nuestras tres plantas de producción francesas.

Tras la exposición, Verescence fue seleccionada para representar a la región de Normandía en el Big Tour organizado por la BPI durante el verano de 2021 para dar a conocer aún más nuestra actividad en todo el territorio nacional.

DONACIONES DE EPIS PARA APOYAR A LA ISLA DE LA PALMA

Verescence La Granja quiso mostrar su solidaridad con los afectados por la erupción del volcán Cumbre Vieja en la isla de La Palma (Canarias, España). Así, nuestra planta colaboró con la Agrupación de Protección Civil de La Granja de San Ildefonso para recoger y enviar equipos de protección (cascos, guantes, chalecos amarillos y máscaras FFP2) para facilitar el trabajo de los equipos de emergencia desplegados en la isla.



2022: AÑO INTERNACIONAL DEL VIDRIO



LAS NACIONES UNIDAS HAN DECLARADO 2022 «AÑO INTERNACIONAL DEL VIDRIO». ESTE ES UN AÑO HISTÓRICO PARA QUE LOS FABRICANTES DE VIDRIO DEN A CONOCER ESTE MATERIAL ÚNICO CON SUS MÚLTIPLES VENTAJAS: NATURAL, INERTE, INFINITAMENTE RECICLABLE SIN ALTERAR SUS PROPIEDADES Y ESTÉTICO. AL INVERTIR MASIVAMENTE EN LA TRANSICIÓN ENERGÉTICA, ESTAMOS TRABAJANDO COLECTIVAMENTE PARA DESCARBONIZAR LA INDUSTRIA DEL VIDRIO Y HACERLA MÁS ATRACTIVA PARA LAS GENERACIONES MÁS JÓVENES.

Verescence participa en la celebración del Año Internacional del Vidrio en todas sus sedes en el mundo, en particular participando en las diferentes operaciones de comunicación de las federaciones del vidrio (conferencias, exposiciones, seminarios web, libros, etc.), con el fin de dar a conocer al público en general nuestras profesiones y las ventajas del vidrio. También queremos celebrar el orgullo de nuestra profesión con nuestros empleados y sus familias. Se organizarán varias jornadas de puertas abiertas en nuestras fábricas para que nuestros empleados y sus familias puedan medir los avances en materia de desarrollo sostenible e Industria 4.0. Celebramos este año en todas nuestras sedes con la misma pasión compartida por el vidrio.



Conferencias inaugurales celebradas en Francia, Estados Unidos y España con la participación de los directores generales de Verescence



Creación de un calendario sobre el tema del Año del Vidrio con dibujos realizados por los hijos de los empleados de nuestra sede española

PRESERVAR EL EMPLEO EN NUESTRAS PLANTAS

DEL ESTADIO AL EMPLEO



Desde 2019, Pôle Emploi y la Agencia Nacional francesa del Deporte experimentan una nueva forma de acción de acompañamiento y de contratación.

«Del estadio al empleo» es un evento centrado en una jornada de «job dating» deportiva que combina una mañana de actividades deportivas y una comida donde se juntan los solicitantes de empleo y los empleadores de manera anónima seguida de entrevistas de trabajo.

A principios de 2022, Verescence Somme participó en esta manifestación que tuvo lugar en el estadio Paul Delique en Abbeville y se presentaron 14 candidaturas.

FORMACIÓN DE LOS SOLICITANTES DE EMPLEO EN LOS OFICIOS DE LA INDUSTRIA DEL VIDRIO

En el marco de un acuerdo de revitalización firmado con la DREETS Normandie, Verescence se ha comprometido a implicarse seriamente en el apoyo al empleo en la zona de Le Tréport, poniendo en marcha un programa de formación específico sobre oficios y conocimientos relacionados con el vidrio. Los participantes en esta acción son principalmente personas que tienen dificultades para acceder al empleo, sobre todo porque carecen de cualificaciones o de una red profesional. Una primera sesión con 12 participantes, dirigida por SEMAFOR y VISEO, comenzó el 30 de mayo de 2022. En total, se apoyará a más de 100 personas hasta finales de 2023.



Xavier BREUVART
Director de Recursos Humanos de VERESCENCE

Nuestro objetivo común es que cada participante pueda encontrar un trabajo en la industria del vidrio de Glass Valley, en Verescence o en otras estructuras. Entre mayo de 2022 y octubre de 2023, tenemos la ambición de impartir esta formación a un centenar de participantes. Estamos convencidos de que esta acción apoyada por Verescence será beneficiosa para todo nuestro territorio y permitirá la integración de personas alejadas del empleo.

SEMANA DE LA INDUSTRIA 2021: PROMOVER NUESTRAS PROFESIONES ENTRE LOS JÓVENES

Como empresa industrial, creemos que es esencial contribuir a la promoción de los empleos industriales, especialmente entre los jóvenes, para darles a conocer las innovaciones y las apasionantes carreras que ofrece este sector.

Por ello, Verescence participa cada año en la Semana de la Industria para dar a conocer sus profesiones y transmitir a las nuevas generaciones la pasión por la belleza de su saber hacer y sus productos.

Con motivo de la 10ª edición de la Semana de la Industria organizada en noviembre de 2021, las tres fábricas francesas de Verescence abrieron sus puertas para que más de 100 estudiantes, profesores, solicitantes de empleo y asesores de empleo de las regiones de Hauts-de-France y Normandía descubrieran las profesiones del vidrio y del acabado. Fue una oportunidad de hablar con hombres y mujeres apasionados por su trabajo, para que descubrieran nuestro saber hacer único y para que entendieran cómo Verescence está aplicando sus compromisos de RSC para contribuir positivamente a la descarbonización de la industria.



Hélène MARCHAND
Directora general Francia VERESCENCE

Queremos animar a los futuros talentos de la industria francesa mostrando que nuestra empresa ofrece carreras apasionantes, mediante programas de formación y movilidad interna e internacional. La innovación es el motor de nuestro desarrollo, y cada año invertimos masivamente en la modernización de nuestras instalaciones de producción, la automatización de nuestras líneas y la digitalización de nuestros procesos, con el aumento de las competencias de nuestros empleados entre nuestras principales preocupaciones.

ÉTICA EMPRESARIAL

VERESCENCE PACIFIC: IMPLANTACIÓN DE LAS NORMAS Y POLÍTICAS DEL GRUPO

El año 2021 se ha visto marcado por la integración de Verescence Pacific en los principios de Gobernanza y Conformidad implantados en el Grupo, como la aplicación de la política de Grupo de «Limitations of Authority» (LoA) y la aplicación del «Pack Compliance Verescence» que incluye en particular la FCPA policy, el procedimiento de alerta, el código de ética y el procedimiento de verificación de terceros.

Todas estas reglas se han revisado para tener en cuenta las diferencias culturales y conservar su integridad. Su aplicación ha sido objeto de numerosas reuniones informativas y explicaciones con los colaboradores coreanos.

Se ha puesto en marcha un proceso de validación informática centralizado para la creación de cualquier nuevo socio (clientes o proveedores). Esto garantiza un alto nivel de control interno para cumplir con las normas de delegación del Grupo y evitar el riesgo de fraude (clientes ficticios, cuentas bancarias incorrectas, etc.).

SENSIBILIZACIÓN SOBRE CIBERSEGURIDAD

En el marco de su plan de transformación digital, Verescence ha situado la ciberseguridad entre sus prioridades. En 2021 lanzamos una nueva campaña de formación a través de módulos semanales de e-learning destinados a involucrar y capacitar a los empleados en los riesgos asociados con los ciberataques.

Un formato corto, lúdico y atractivo que ha permitido formar a 695 usuarios sobre las buenas prácticas aplicables en la empresa y en la vida cotidiana.



Jean-Michel GORAND
Director de
Sistemas de Información
VERESCENCE

Si bien la automatización de nuestros procesos y la robotización nos permiten mejorar nuestro rendimiento, también nos obligan a estar muy atentos a los riesgos de los ciberataques. Más allá de las soluciones técnicas para proteger nuestros sistemas de información de intrusiones maliciosas, la implicación y la formación de nuestros empleados es nuestra prioridad. Todo el mundo debe conocer los reflejos y comportamientos correctos que hay que adoptar para protegerse de los riesgos cibernéticos.



ECO SOLUTIONS

CALIDAD DE SERVICIO Y COMPETITIVIDAD

OPTIMIZACIÓN DEL IMPACTO MEDIOAMBIENTAL DE NUESTROS PROCESOS

INNOVACIÓN Y CONCEPCIÓN ECOLÓGICA

Ante los retos del siglo XXI, el desafío es hacer que nuestra empresa sea más competitiva poniéndola al mismo tiempo al servicio de una ambiciosa transición ecológica. Nuestras acciones pretenden reducir al máximo nuestro impacto en el medio ambiente produciendo mejor y de forma más inteligente (Industria 4.0), fijando objetivos de reducción de emisiones de CO2 directas e indirectas en línea con el Acuerdo de París y basados en la ciencia, reduciendo los residuos de los vertederos, mejorando nuestra gestión del agua, pero también siendo ingeniosos en la creación de productos ecodiseñados para nuestros clientes.

EL AÑO 2021 EN CIFRAS CLAVE



INNOVACIÓN Y CONCEPCIÓN ECOLÓGICA

+ 112%

DE FRASCOS PRODUCIDOS CON VIDRIO PCR EN EL MUNDO (VS. 2020)

5 035

TONELADAS DE VIDRIO PCR UTILIZADAS EN NUESTROS HORNOS

+ 18%

OFERTAS COMERCIALES ACOMPAÑADAS DE UN ANÁLISIS DE CICLO DE VIDA (VS. 2020)



OPTIMIZACIÓN DEL IMPACTO MEDIOAMBIENTAL DE NUESTROS PROCESOS

1,66
KG/TV*

EMISIONES DE NOx
15% POR DEBAJO DE LOS LÍMITES LEGALES

0,64
KG/TV*

EMISIONES DE SOx
49% POR DEBAJO DE LOS LÍMITES LEGALES

0,06
KG/TV*

EMISIONES DE PARTÍCULAS FINAS
58% POR DEBAJO DE LOS LÍMITES LEGALES

89,9%

DE RESIDUOS RECICLADOS
OBJETIVO 2022: 95%

97%

DE AGUA RECICLADA
OBJETIVO 2022: 98%

- 53%

% DE CONSUMOS DE AGUA
ENTRE 2016 Y 2021

- 12%

DE EMISIONES DE CO2 (SCOPE 1 Y SCOPE 2)**
ENTRE 2016 Y 2021

LA INICIATIVA SCIENCE BASED TARGETS (SBTI) HA APROBADO LA ESTRATEGIA DE REDUCCIÓN DE LAS EMISIONES DE GASES DE EFECTO INVERNADERO DE VERESCENCE EN LOS SCOPES 1 Y 2

SEGÚN UN ESCENARIO DE LIMITACIÓN DEL CALENTAMIENTO PLANETARIO BASTANTE POR DEBAJO DE 2 °C



SCORE A WATER SECURITY

SCORE A- CLIMATE CHANGE

* tv = tonelada de vidrio producida **método market-based

CALIDAD DE SERVICIO Y COMPETITIVIDAD

DIGITALIZACIÓN DE NUESTRAS OPERACIONES

El Grupo Verescence ha decidido mejorar la gestión del rendimiento industrial de sus sedes y utilizar un software MES (Manufacturing Execution System) de última generación que permite recopilar todos los datos de producción en tiempo real (calidad, productividad y rendimiento). En la búsqueda de una mayor eficiencia, esta digitalización del proceso también permite avanzar hacia una política sin papel.

Iniciado a principios de 2021 en la sede de Verescence Orne, el proyecto se implantará en la sede de Verescence Somme en 2022 y luego en España y en Estados Unidos para armonizar todos los sistemas de control de la eficiencia.

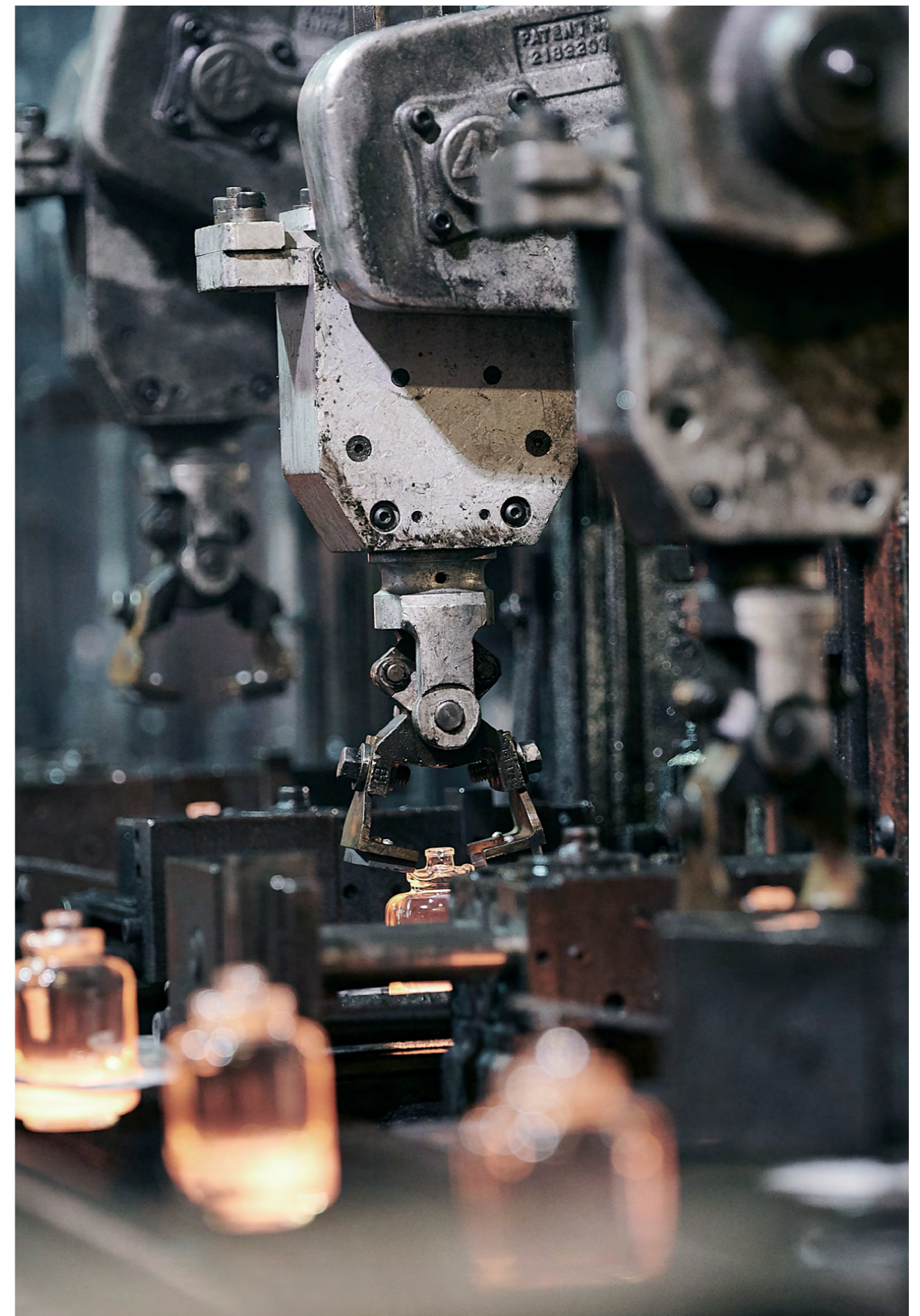
AGILESCENCE

Desde el comienzo de la crisis sanitaria hemos experimentado variaciones del mercado y alteraciones sin precedentes en la cadena de suministro. Hemos tenido que reorientar nuestras acciones y, en particular, nuestro proyecto «Agilescence», puesto en marcha en 2019, para adaptarnos mejor a estos imprevistos y optimizar el servicio a nuestros clientes.

Por lo tanto, la prioridad para 2021, compartida con nuestros clientes, ha sido anticiparse lo mejor posible a la recuperación del mercado y redistribuir nuestra capacidad de producción.

Este trabajo en profundidad ha supuesto la reapertura de líneas (de 6 a 13 líneas en nuestra planta de Mers-les-Bains), la puesta en marcha de un horno (parado en marzo de 2020 y encendido de nuevo en septiembre de 2021), el refuerzo de nuestros equipos mediante nuevas contrataciones y la organización de decenas de sesiones de formación para las nuevas incorporaciones.

Estamos trabajando para ganar aún más agilidad con inversiones en capacidad y una nueva herramienta de previsión y planificación para todo el Grupo para 2022-2023.



OPTIMIZACIÓN DEL IMPACTO MEDIOAMBIENTAL DE NUESTROS PROCESOS

HACIA LA ELECTRIFICACIÓN DE NUESTROS HORNOS DE FUSIÓN

En línea con su actividad iniciada hace tiempo en favor del clima, Verescence ya se había comprometido en 2020, con el proyecto de I+D VERCANE (VERre CARbone NEutre) apoyado por la ADEME, a identificar las diferentes fuentes de energía capaces de asegurar la producción de vidrio de forma sostenible, incluida la energía eléctrica.

La electrificación progresiva de nuestros siete hornos de fusión en Francia, España, Estados Unidos y Corea del Sur es una etapa clave de nuestro plan de descarbonización.



François BOIZARD
Director técnico
VERESCENCE

El horno 1 de la planta de Mers-les-Bains será el primer horno del Grupo que utilizará tecnología eléctrica en 2025, lo que reducirá nuestras emisiones en 7640 toneladas de CO2 al año. Los estudios están en marcha y, a través de esta importante inversión tecnológica, Verescence sigue aplicando las acciones de su plan de descarbonización.

RESIDUOS

Desde 2016, Verescence ha implantado en todas sus sedes una estrategia común en materia de gestión de residuos. Gracias a una cartografía precisa de sus residuos por categorías, todos los centros comparten periódicamente sus iniciativas destinadas a reducir los volúmenes, disminuir los costes de tratamiento y aumentar la valorización mediante la búsqueda de canales de reciclaje innovadores.

En 2021, el Grupo redujo en un 33% sus costes globales relativos a la gestión de sus residuos.

El prensado de los lodos de pintura en las plantas de decorado, la clasificación y compactación de los films de PE reciclados directamente por nuestros socios del sector del plástico y la recuperación de los hidrocarburos contenidos en el agua de lavado de nuestras herramientas son algunas de las acciones que han permitido obtener este buen resultado.

AGUA

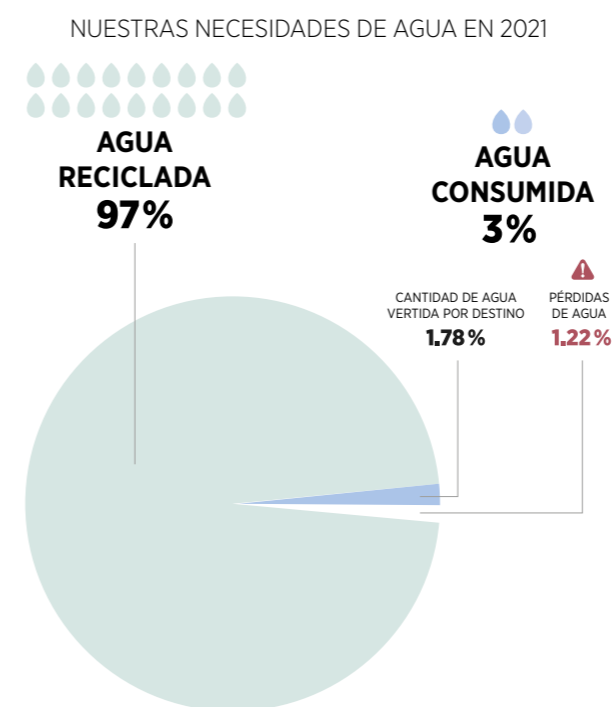
Verescence ha hecho de la reducción de su huella hídrica una cuestión estratégica para todas sus plantas operativas con el objetivo de alcanzar el nivel de «fábrica seca» en los próximos años; una fábrica en la que el 100% del agua utilizada para los procesos industriales se depura y se reutiliza en otros procesos de la planta.

Para ello, todos los centros han cartografiado sus redes de agua (industriales y domésticas) y han instalado contadores en lugares estratégicos para

evaluar el volumen de agua necesario así como las cantidades de agua extraída, reciclada, vertida y perdida de forma anormal (fugas y evaporación).

En 2021, Verescence registra para el conjunto del Grupo una reducción del 53% de sus consumos de agua por tonelada de vidrio (vs. 2016).

Esta gestión rigurosa de nuestros recursos hídricos ha sido reconocida por el CDP, lo que ha permitido a Verescence entrar en la prestigiosa lista A de las empresas más virtuosas en este campo.



ENERGÍA/CO2

Con un plan de descarbonización aprobado por la iniciativa Science Based Targets (SBTi) basado en un escenario de limitación del calentamiento global muy por debajo de los 2°C (WB2C), Verescence se compromete a reducir sus emisiones de gases de efecto invernadero en los scopes 1 y 2 en un 31% por tonelada de vidrio producida para el año 2034 (vs. 2019), lo que equivale a una reducción de nuestras emisiones en términos absolutos del 38,7%. Para lograrlo, Verescence aumentará su suministro anual de electricidad renovable en más de un 80% para 2025 (vs. 2019) y

se compromete a que todas sus sedes se replanteen sus herramientas de producción para descarbonizar sus actividades y reducir drásticamente su consumo de energía. Para ello, se está dotando a los centros de equipos de medición capaces de proporcionar información en tiempo real sobre el consumo de sus procesos y de alertarles si se superan los umbrales establecidos.

Esta rigurosa gestión de la energía, basada en un sistema certificado ISO 50001, ya se ha implantado en dos de nuestras cuatro fábricas de vidrio (Mers-les-Bains y La Granja). Desde 2016, Verescence ha reducido su consumo total de energía por tonelada de vidrio producido en torno al 10%, gracias sobre todo a la instalación de iluminación LED en las zonas de producción, la mejora del aislamiento de los hornos, el enriquecimiento de oxígeno en la combustión y la tecnología de los quemadores.



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

VERESCENCE APOYA PLENAMENTE EL ACUERDO DE PARÍS ADOPTADO EL 12 DE DICIEMBRE DE 2015 EN LA COP 21 Y QUE ENTRÓ EN VIGOR EL 4 DE NOVIEMBRE DE 2016.

SU OBJETIVO ES LIMITAR EL CALENTAMIENTO GLOBAL POR DEBAJO DE LOS 2 °C, PREFERIBLEMENTE 1,5 °C, EN COMPARACIÓN CON LAS TEMPERATURAS PREINDUSTRIALES.

EN LA ACTUALIDAD VERESCENCE SE COMPROMETE A REDOBLAR SUS ESFUERZOS PARA HACER CONVERGER SU PLAN DE TRANSICIÓN CLIMÁTICA HACIA UN OBJETIVO DE 1,5°C.

INNOVACIÓN Y CONCEPCIÓN ECOLÓGICA

VERRE INFINI® 20: VERESCENCE CREA UN NUEVO ESTÁNDAR PARA EL MERCADO DE LOS FRASCOS DE LUJO

Las prácticas de las marcas de lujo en materia de desarrollo de productos evolucionan hacia más concepción ecológica.

A este respecto, Verescence desea hacer evolucionar más rápidamente las prácticas del sector y ha elegido integrar sistemáticamente un 20% de vidrio reciclado procedente del reciclaje posconsumo (PCR) en sus hornos en todo el mundo.

El Verre Infini® 20 sustituye así al vidrio extrablancos y se convierte en el nuevo estándar del Grupo. Esto nos permite atender las expectativas de los consumidores en materia de sostenibilidad, cumplir los objetivos de ecodiseño de las marcas y, por último, reducir nuestro consumo de energía y las emisiones de gases de efecto invernadero, limitando al mismo tiempo nuestro impacto en los recursos naturales. Lanzado en septiembre de 2021 en nuestro mayor horno francés (6 líneas de producción) y en nuestro horno de perfumería en España, Verre Infini® 20 se desplegará en la planta de Covington en Estados Unidos a finales de 2022 y en Janghang en Corea del Sur en 2023.



VERESCENCE CERTIFICA ANUALMENTE POR UN TERCERO INDEPENDIENTE EL NIVEL DE PCR CONTENIDO EN SUS COMPOSICIONES SEGÚN EL MÉTODO DE CÁLCULO DEFINIDO POR LA FEDERACIÓN EUROPEA DE VIDRIO PARA EMBALAJE (FEVE).

LOS PORCENTAJES DE USO DE VIDRIO PCR EN LA FABRICACIÓN DEL VERRE INFINI® 20 Y DE INFINI® 40 VENDIDOS SON SUPERIORES AL 20% Y AL 40% (✓)* RESPECTIVAMENTE.



LIMITAR EL IMPACTO MEDIOAMBIENTAL DE LOS PRODUCTOS: NUESTROS SERVICIOS DE ASESORAMIENTO

Acompañamos a nuestros clientes en la concepción ecológica de sus productos gracias a varias herramientas de ayuda a la decisión desarrolladas por Verescence.

HERRAMIENTA ACV

Para que nuestros clientes sean más conscientes del impacto medioambiental global de sus envases, les ofrecemos la oportunidad de evaluar este impacto mediante nuestra herramienta de evaluación del ciclo de vida (ACV), desarrollada en 2017 con la organización Evea.

Esta herramienta ha sido diseñada para simular de forma muy precisa el impacto medioambiental de la producción de un frasco en 8 indicadores clave.

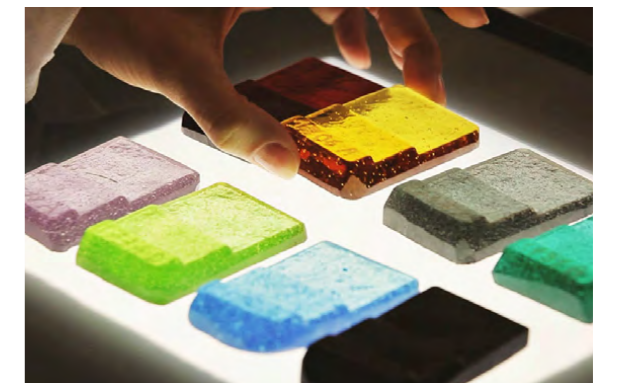
Lista de indicadores:

- emisiones de CO2
- acidificación de los suelos
- oxidación fotoquímica del aire
- eutrofización marina
- ecotoxicidad acuática
- agotamiento de los recursos naturales y energéticos
- consumo de agua

Este análisis tiene en cuenta las etapas que van desde la extracción de las materias primas hasta la entrega de los frascos al cliente pasando por el decorado y el transporte. A partir de varios escenarios comparativos en los que utilizamos hipótesis sobre la reducción de peso o la incorporación de vidrio PCR, el cliente puede elegir con conocimiento de causa la opción menos perjudicial para el medio ambiente. En 2021 realizamos 107 estudios de evaluación del ciclo de vida como parte de nuestra oferta comercial, un 18% más que en 2020.

ESTUDIO DE RECICLABILIDAD

El vidrio es un material de envasado único. Compuesto esencialmente por arena, sosa y cal, es un material inerte y perfectamente saludable para los productos que contiene y para su entorno. Además, el vidrio tiene la particularidad de ser infinitamente reciclable sin alterar sus propiedades. Sin embargo, algunos procesos de decorado pueden dificultar la reciclabilidad del vidrio en mayor o menor medida, como el lacado opaco o la metalización. Por ello, en 2019, Verescence ha desarrollado una escala de reciclabilidad del vidrio basada en el tipo de decorado. Esta herramienta proporciona una visión clara de la reciclabilidad de los envases al final de su ciclo de vida para asesorar mejor a nuestros clientes en las fases previas de un proyecto, desde la etapa de desarrollo.



MODELADO 3D

En 2021, Verescence ha desarrollado una herramienta de renderizado realista que permite la generación digital de envases lo más parecida posible a la realidad, limitando así las fases de prototipado industrial que generan residuos y emisiones



*Datos comprobados por KPMG con un nivel de seguridad razonable

INNOVACIÓN Y CONCEPCIÓN ECOLÓGICA

VERESCENCE PRESENTA SUS INNOVACIONES ECOLÓGICAS EN EL SALÓN ÉDITION SPÉCIALE BY LUXEPACK

Tras varios aplazamientos debidos a la pandemia de Covid-19, Verescence participó en la segunda edición del salón Édition Spéciale by LUXEPACK, que tuvo lugar los días 31 de agosto y 1 de septiembre de 2021 en el Carreau du Temple de París. Este salón está dedicado a las soluciones ecológicas de packaging para los mercados del lujo. Así, los equipos de ventas y marketing compartieron las últimas innovaciones ecorresponsables del Grupo, como:

- Nuestro tarro de vidrio rellenable con un recambio de vidrio y un sistema de fijación de aluminio, ofreciendo así una solución 100% reciclable
- Nuestra oferta ampliada de vidrios PCR con el Verre Infini® 40 y el Verre Infini® 20
- Nuestros estándares best-sellers ahora disponibles un 39% más ligeros con igual capacidad

Otro punto destacado del salón fue la conferencia de Verescence y Bvlgari, en la que el público pudo descubrir los entresijos de nuestra colaboración en el frasco Allegra, un ejemplo perfecto en el que el diseño y la tecnología se unen en una preocupación por la sostenibilidad.



LA ESTRATEGIA DE VERESCENCE EN MATERIA DE INNOVACIÓN DE PRODUCTO SIGUE EL MÉTODO «4R&D» BASADO EN CINCO PILARES: REDUCIR, REUTILIZAR, RECICLAR, REEMPLAZAR Y DISRUMPIR.

ESTA AGRUPA TODAS NUESTRAS OFERTAS ECORRESPONSABLES COMO EL VERRE INFINI®, EL VIDRIO ALIGERADO, LOS FRASCOS Y ENVASES RELLENABLES Y TAMBIÉN NUESTRAS SOLUCIONES DE VIDRIO Y DECORACIONES INNOVADORAS COMO LAS FORMAS Y DECORACIONES INTERIORES.



UN ESTUCHE REGALO 100% RECICLABLE Y REUTILIZABLE

Verescence, Eviosys y Grown.Bio han puesto en común sus conocimientos para desarrollar un concepto de estuche regalo ecorresponsable.

El estuche incluye los frascos CARA de la colección Verescence, que se han fabricado con un 20% de PCR. Con un anillo de rosca, son rellenables y pueden contener perfume, productos para el cuidado de la piel o maquillaje, según los formatos. Todo ello se coloca en una caja metálica diseñada por Eviosys que, una vez vaciada de su contenido, puede reutilizarse, mientras que la cuña fabricada por la biotecnológica Grown.Bio a partir de micelio es biodegradable.



Bérangère RAGUENET
Directora de Marketing
y Comunicación
VERESCENCE

Esta colaboración nos ha permitido promover las opciones de embalaje más sostenibles para nuestros clientes, ya que cada componente de la caja de regalo es reciclable, reutilizable o biodegradable. También creemos que puede ser una fuente de inspiración para las marcas en su intento de mejorar la sostenibilidad.

UN FRASCO RELLENABLE PARA LANCÔME ABSOLUE LE SÉRUM

Lanzado en 2021, el Absolue Le Sérüm de Lancôme (marca del Grupo L'Oréal) se ha concebido pensando en la sostenibilidad. Es el primer frasco de vidrio de lujo para el cuidado de la piel con un sistema rellenable de vidrio, una tecnología patentada por Verescence. Incluye una base de vidrio moldeado (que contiene un 40% de PCR) diseñada para que el consumidor la conserve o la recicle al final de su vida útil, y un recambio extraíble de vidrio estirado sodocálcico que también es reciclable (Flacopharm). Además de la especial atención prestada a la distribución del vidrio, el reto vidriero residía en la precisión de las dimensiones del anillo —diseñado con una gran apertura— para alojar el accesorio intermedio que permite fijar el frasquito en el interior del frasco. Una hazaña técnica que requirió los excelentes conocimientos técnicos en materia de frascos de nuestra planta de Mers-les-Bains y la experiencia en encolado de vidrio de nuestra planta de Verescence Orne.



ENGLISH VERSION

APPENDICES

50	CSR dashboard and objectives
52	Methodology note
54	CSR Initiatives 2021-2022
74	Equivalence tables (GRI and Global Compact)
80	Independent third party report (KPMG)

CSR DASHBOARD & OBJECTIVES

VERESCENCE MONITORS ITS SUSTAINABLE DEVELOPMENT PERFORMANCE AND HAS SET AMBITIOUS OBJECTIVES FOR 2022.

THE DASHBOARD BELOW GIVES A BRIEF OVERVIEW OF THE GROUP'S PROGRESS WITH RESPECT TO EACH OF THE THREE PILLARS OF THE "GLASS MADE TO LAST" PROGRAM.

DETAILS OF THE FIGURES AND PROGRESS WITH RESPECT TO EACH COMMITMENT ARE GIVEN IN THE MAIN BODY OF THIS REPORT.

PILLAR	SDGs	THEME	KPI	UNIT	2020 RESULTS (√) ¹	2021 OBJECTIVES without Verescence Pacific	2021 RESULTS without Verescence Pacific	2021 RESULTS (√) ¹	2022 OBJECTIVES
PEOPLE FIRST	3, 4, 5	Health & Safety	Lost time accident frequency rate (TFI)	Rate	3.19	2.3	4.10	4.10	<2
		Well-being at work and recognition	Investments allocated to improving working conditions and EHS initiatives vs. Total Investments	%	3.1%	2%	9.81%	9.33%	2%
			Absenteeism rate	%	6.21%	4.5%	7.65%	7.34%	<4%
		Skills and careers	Number of trained employees vs. Number of employees	%	70%	>70%	56%	57%	>70%
			Rate of deployment of career mapping	%	70%	90%	70%	70%	100%
		Diversity	Percentage of female managers	%	29.73%	>35%	29.68%	29.68%	>35%
Percentage of female recruits	%		43.71%	50%	40%	40%	50%		
ACT FOR SOCIETY	8, 10, 11, 16, 17	Local presence, global strength	Local purchases vs. Purchasing volume	%	98%	95%	97%	96.5%	95%
		Preserving employment at our sites	Number of employees enrolled in training courses eligible to obtain a professional qualification certificate or to validate the foundations of professional know-how and skills	Cumulative number	46	50	63	63	55
		Sustainable procurement	Number of suppliers that have signed the CSR Charter vs. Number of suppliers listed on the Verescence CSR 1 panel (suppliers with a significant effect on Verescence's CSR impact)	%	96%	100%	98%	-	100%
		Business Ethics	High-risk employees trained and qualified on corruption risks vs. Total workforce	%	100%	100%	100% (√) ¹	91%	100%
ECO SOLUTIONS	6, 7, 9, 12, 13, 14, 15	Quality of service and competitiveness	On Time In Full delivery rate (OTIF)	%	94.80%	>96%	92.5%	95%	>97%
			Customer complaint rate	%	0.57%	0.70%	0.56% (√) ¹	0.79%	<0.5%
		Innovation and eco-design	Number of commercial offers issued and accompanied by an LCA	Number	91	115	107	107	115
			Annual change in the number of bottles made from post-consumer recycled glass (PCR)	%	+4.5%	+50%/year	+112%	+112%	+50%/year
		Optimizing the environmental impact of our processes	CO ₂ emissions (Scope 1: Direct GHG; Scope 2: Energy Indirect GHG)	t/tg	1.07 ²	1.02	1.02	1.12	1.10
			NO _x emissions for glass manufacturing sites	kg/tg	1.57	1.94	1.70	1.66	1.89
			SO _x emissions for glass manufacturing sites	kg/tg	0.52	1.28	0.65	0.64	1.25
			Fine particle emissions for glass manufacturing sites	kg/tg	0.06	0.137	0.05	0.06	0.134
			Water withdrawal per metric ton of glass	m ³ /tg	2.8	2.8	2.2	2.63	2.5
			Recycled water vs. Water needs	%	97%	97%	97%	97%	98%
Water consumption vs. Water needs	%	1.58%	1.3%	1.18%	1.2%	1.2%			
Total quantity of waste per ton of glass drawn	kg/tg	127	132	134	128	126			
Waste recycling rate	%	87%	95%	90.6%	89.9%	95%			

* tg = metric ton of glass

¹Data verified by KPMG for 2020 and 2021 ²Data reported in 2020: 1.09 with Scope 2 location-based

METHODOLOGY NOTE

ELEMENTS OF METHODOLOGY ON THE PUBLISHED INDICATORS


SCOPE


All entities consolidated by the Group.


EXCLUSION

Verescence is not concerned with the following matters and does not therefore report any results or initiatives on these subjects:

- the fight against food waste
- the fight against food insecurity
- respect for animal welfare
- responsible, fair and sustainable food

	FREQUENCY	INDICATORS	UNIT	DEFINITIONS / CALCULATION	
	Monthly	Lost time accident frequency rate (TFI)	Rate	Lost time accident frequency rate per 1 million hours worked [Sum of lost time accidents (ytd) / Number of hours worked (ytd)] * 1,000,000 Note The frequency rate takes into account VERESCENCE personnel and does not include temporary staff	
	Annual	Investments allocated to improving working conditions and HSE initiatives vs. Total Investments	%	[Sum of Investments allocated to improving working conditions and HSE initiatives in K€ / Total CAPEX in K€]*100 Note The investments considered correspond to the budget validated for the year, whether or not the amounts are used in the year in question	
	Monthly	Absenteeism rate	%	[Sum of hours of absence (TI) / Sum of theoretical hours worked] * 100 Note The Group's result is the weighted average of the absenteeism rates of the sites in terms of their respective workforce	
	Annual	Number of trained employees vs. Number of employees	%	[Sum of employees who have completed training / Sum of employees]*100	
	Annual	Rate of deployment of career mapping	%	[Sum of career maps carried out / Sum of career maps to be carried out]*100 Note A career map brings together all the production industries needed for the manufacture of bottles. Each map shows the career paths consisting in the definition of the pre-requisites in terms of qualification, the training methods and the stages to be validated in order to move from one job to another	
	Annual	Percentage of female managers	%	[Number of female managers on permanent contracts / Sum of male + female managerial staff]*100 Note This indicator concerns the number of women with socio-professional status likely to be in charge of employees or justify a management position in the company	
	Annual	Percentage of female recruits	%	[Sum of female recruits on permanent contracts / Sum of total male + female recruits]*100 Note This indicator only includes recruits on permanent contracts	

	FREQUENCY	INDICATORS	UNIT	DEFINITIONS / CALCULATION
	Annual	Local purchases vs. Purchasing volume	%	[Sum of the purchasing turnover realized in the processing country (K€) / sum of the entity's total purchasing turnover (K€)]*100 Note A local purchase is defined by the location of the supplier and the performance of the service, or the source of the supplier's materials as follows:— France and Spain: processing countries + border countries — USA: USA only — Exceptional purchases are not included in this indicator — Exceptional purchases are excluded from this indicator
	Annual	Number of employees enrolled in training courses eligible to obtain a professional qualification certificate or to validate the foundations of professional know-how and skills	Cumulative number	Sum of employees enrolled in training courses eligible to obtain a professional qualification certificate or to validate the foundations of professional know-how and skills Note It is the number of enrolments in these training courses during the year which is considered and counted, whether or not a certificate is issued. Training courses equivalent to these French certificates are taken into account internationally. This number of registrations is accumulated year after year to reach or not the objective set at the deadline
	Annual	Number of suppliers that have signed the CSR Charter vs. Number of suppliers listed on the Verescence CSR 1 panel (suppliers with a significant effect on Verescence's CSR impact)	%	[Number of suppliers that have signed the CSR Charter / Number of suppliers listed on the Verescence CSR 1 panel]*100 Note The indicator for suppliers that have signed the Verescence CSR Charter includes the entire panel of Verescence Group suppliers excluding South Korea (currently being collected and consolidated for publication in the next sustainability report)
	Annual	High-risk employees trained and qualified on corruption risks vs. Total workforce	%	[Sum of the high-risk employees having successfully completed corruption risk training vs. overall number of the population at risk targeted by the training]*100 Note The following people, known as "high-risk employees", are eligible for this type of training: 1) All executive staff worldwide, including various departments (Excom, sales, purchasing, finance, etc.) 2) "Non-executive" populations are included, but are considered at risk given their function, namely the Accounting/Payroll, HR, R&D, Sales Assistants, Purchasing, and anyone in contact with third parties as part of their function 3) Any newcomer falling under 1) or 2) 4) Any employee entering 1), 2) and 3) having a computer and therefore an e-mail address 5) Any employee entering 1), 2), 3) and 4) excluding Verescence Pacific (exposed workforce being identified for a future training session)

	FREQUENCY	INDICATORS	UNIT	DEFINITIONS / CALCULATION
	Monthly	Customer complaint rate	%	[Sum of customer complaints accepted / Sum of lots delivered]*100
	Monthly	On Time In Full delivery rate (OTIF)	%	Number of deliveries in time and quantity / Number of deliveries Note A delivery is considered as being "on time" if it is delivered on the date requested in the customer's order. Delivery in full means that there is no difference between the quantities requested and the quantities delivered (+/- thresholds agreed in each region with our customers)
	Annual	Annual change in the number of bottles made from post-consumer recycled glass (PCR)	%	[Sum of bottles produced with PCR glass year n - (n-1) / Sum of glass bottles produced year n - (n-1)] * 100 Note Verescence's PCR glass offer includes Verre Infini® 20 and Verre Infini® 40, incorporating 20% and 40% post-consumer recycled glass respectively (in 2021, France scope only)
	Annual	Minimum PCR glass content in "Infinite Glass 20" and "Infinite Glass 40" sold	%	[(Quantity of PCR glass delivered in year (n) (t) + Change in stock of PCR glass in year (n) vs. Year (n-1) (t)) / (Quantity of Infinite Glass considered good and sent to customers (t))]*100 Note Complies with the definition adopted by FEVE
	Annual	Number of commercial offers issued and accompanied by an LCA	Number	Sum of commercial offers issued with an LCA (life cycle analysis) whether they are lost, won, in progress or abandoned
	Monthly	CO ₂ emissions (Scope 1: Direct GHG; Scope 2: Energy Indirect GHG)	t/tg	Estimated quantity of CO ₂ emissions to produce one metric ton of glass Total quantity of estimated CO ₂ (t CO ₂) / Quantity of glass drawn (t) Note Source of emission factors: GHG Protocol (IEA emission factors of 2011 published in 2014, provided by WRI)
	Annual	Atmospheric emissions (Nox / Sox / fine particles) for glass manufacturing sites	kg/tg	Mass of atmospheric emissions (Nox, Sox or fine particles) in kg for glass manufacturing sites / Quantity of glass drawn (ton)
	Monthly	Waste recycling rate	%	Percentage of recycled, reused or recovered waste [Quantity of recycled, reused or recovered waste (t) / Total quantity of waste (t)]*100
	Monthly	Total quantity of waste per ton of glass drawn	kg/tg	Sum of hazardous waste and non-hazardous waste (kg) / Quantity of glass drawn (t)
	Monthly	Water withdrawal per metric ton of glass	m ³ /tg	Total water extraction at the site for one ton of glass drawn Total quantity of water (m ³) / Quantity of glass drawn (ton)
	Quarterly	Recycled water vs. Water needs	%	Total amount of water that we are able to recycle to meet water needs / Total amount of water that must be brought in to run processes (industrial needs) or to meet domestic needs. [Total recycled water / Total water needs]* 100
	Quarterly	Water consumption vs. Water needs	%	Total losses by leakage or evaporation (withdrawal - discharges) / Total quantity of water that must be supplied to operate the processes (industrial needs) or to meet domestic needs. [Total water consumption (withdrawals - discharges) / Total water needs]* 100

tg = metric ton of glass

CSR INITIATIVES 2021-2022

OUR CONTINUOUS IMPROVEMENT APPROACH IS BASED ON IMPLEMENTING THE VERESCENCE CSR POLICY AT EACH SITE AND SHARING BEST PRACTICES. THE INITIATIVES LISTED ARE NOT EXHAUSTIVE AND ARE CONSTANTLY CHANGING.

Period from 1/1/2021 to 4/30/2022.



2021-2022 INITIATIVES
STANDARDIZED AT
GROUP LEVEL AND
APPLIED AT ALL SITES

OBJECTIVES



HEALTH AND SAFETY

MANAGEMENT

- Health and Safety targets have been set for the Group and applied to all sites. They form part of the individual objectives set for all members of Management.
- Pandemic risk management standard according to the level of traffic in the territories for all sites and proposals for common prevention methods at the organizational, technical and human levels.
- Bimonthly publication of a 'Safety Newsletter' at all sites to help prevent high-risk situations.
- Establishment of a space for sharing best practices in safety management between subsidiaries.

WELL-BEING AT WORK AND RECOGNITION

MANAGEMENT

- Organization of expression groups at all sites. These help define and implement actions to improve working conditions and the organization of the activity within the units.
- Sharing of all our CSR initiatives carried out by each site on a collaborative platform structured around our CSR strategy.
- A performance bonus (including safety criteria) is included in the variable remuneration of managers and is awarded each year to ensure that all sites are involved in results improvement.
- Use of next-generation digital tools to enable our employees to carry out

their activities from home (widespread use of Teams, collaborative tools, etc.) and to enable the sites to continue to communicate with each other and with our partners via smart glasses.

RECOGNITION OF PERFORMANCE

- Group process for evaluating the performance of managers via 'People Success': 2 reviews during the year (goal setting and year-end review).

INTERNAL COMMUNICATION

- CSR e-learning: worldwide distribution to connected teams in order to share Verescence's strategic sustainability approach.
- Organization of a global CSR day, either in person or remotely, at all sites to present and share with employees the challenges and impacts of CSR within Verescence.
- HR Intranet site in each region and for all sites: communication of policies, company agreements (collective agreements) and public policies, staff movements (recruitment and departures), job offers and practical information (medical expenses, health insurance).
- Publication at all sites of our corporate newspaper 'Verescence en Action' which includes a CSR section.

SKILLS AND CAREERS

RESOURCE MANAGEMENT HUMAN RESOURCES AND CAREERS

- An HR policy is defined at the Group level and implemented at all

sites responsible for hiring their employees and managing their personnel. — Internal and international mobility is encouraged when meeting new hiring needs.

EMPLOYEE TRAINING

- All new arrivals (temporary and permanent employees, interns) receive Health, Safety and Environment training, which must be validated before they start work.
- Development of e-learning solutions in various fields (Good Manufacturing Practices, CSR, cybersecurity and anti-corruption).
- Training for directors in Korean culture.
- Continuation of a training course dedicated to the Verescence Sustainable Performance System with different levels: white, yellow, green, and black.

DIVERSITY

MANAGEMENT

- The HR policy is consistent with the ethical charter included in the common provisions (notably the internal regulations in France).
- Encouragement of the feminization of technical and managerial fields in the recruitment and promotion phases.

2021-2022 INITIATIVES BY SITE

VERESCENCE MERS-LES-BAINS France

HEALTH AND SAFETY

IMPROVEMENT IN INFRASTRUCTURE/PPE

- Improvement of the tools and materials used for glass forming machines (IS machines), securing of our employees during at-risk operations.
- Reduction of the risk of accidents during lubrication via an automatic lubrication system (deployed on 100% of the machine fleet).
- Improvement of working conditions: refreshing bandanas, nonflammable sweatshirts, polar wool (cold end), installation of fans at all workstations (cold end and hot end), provision of saline water (hot and cold plan).
- New numerically controlled lathe for the molding shop: more automation and fewer manual adjustments.
- Installation of new industrial racks for the mold room: reduced carrying of heavy loads.
- Creation of an automatic packaging line (reduction of MSDs).
- Improvement of the fire defense system for the entire site for the amount of 500,000 euros.
- Installation of a fire detection system on the bagging machine with servo-controls.
- Renewal of the machine fleet IS: ergonomic improvement, enhanced safety.

EMPLOYEE TRAINING

- Training of 33 on-site firefighters on a real fire simulator, operational techniques and "breathing apparatus".
- Training of steering committee and CU/works council in IOP drills: 4 drills per team for our 65 firefighters.
- Training of an OHS trainer.
- Awareness intervention in case of chemical projection (IS/SGP workshops + molding shop).
- Awareness of the risks of fluoridic acid.

- Training in prevention plans and work permits.
- Training of new radiation protection officers.
- Training in the evacuation procedure of the administrative center.
- COVID officer training.
- Full review of the standard for IS machine operation.
- Safety training for new recruits (189 temporary workers, 38 new hires).

MONITORING

- Complete overhaul of the single document for the evaluation of professional risks, incorporating human prevention measures.
- Carrying out safety audits of production lines (using the GoAudits application).

WELL-BEING AT WORK AND RECOGNITION

- Specific working group on IS/SGP service on carrying heavy loads.
- Musculoskeletal disorders (MSD) working group with the cold end.
- Implementation of improved handling of the molds in the molding department.
- Expression groups in the cold end sector (139 people) and molding.
- Accompaniment by a social worker (60% FTE).

SOCIAL DIALOGUE

- Implementation of a job protection plan (68 positions): numerous discussions with the trade unions and elected officials.
- Negotiation of a new profit-sharing agreement for 2022-2024.
- Negotiation of a wage agreement.

SKILLS AND CAREERS

CAREER MANAGEMENT

- Development of partnerships with *grandes écoles* (Lille School of Chemistry, Limoges School of Ceramics and Mechatronics, INSA, etc.) for internship programs.
- Organization of Industry Week to

- present the glass professions (more than 100 students).
- Focus on improving the skills of maintenance personnel (1,064 hours for 20 people).
- Creation of a cold end support position whose main role is to increase the skills of employees.
- Establishment of a cold end dojo to ensure continuous training of personnel and regular review of standards.
- Redesign of our internal training system by optimizing the operational training time on the job (Qualiopi certified).
- 58 employees trained in SPS (Sustainable Performance System): strengthening the methodological skills of our teams around a common One Verescence standard.
- Redesign of internal training modules (cold end line operator, glass controller, hot end operator).

DIVERSITY

- Professional Equality Index W/M 2021 (Verescence France: headquarters and plant in Mers-les-Bains): 91/100.
- Workstation adjustments and discussions with company doctor for temporarily or permanently disabled employees: provision of an electric cart for an employee experiencing mobility difficulties, 3 reclassifications following unfitness.

VERESCENCE ORNE France

HEALTH AND SAFETY

IMPROVEMENT IN INFRASTRUCTURE/PPE

- Installation of a system for gripping 25kg bags (reduction of load carrying).
- Study of technical noise reduction solutions at the Lacquering workshop.

- Improved working conditions for sorting stations, lighting control and height adjustment of tables.
- Improved management and monitoring of the consumption of personal protective equipment (PPE).
- Expansion of the electric lift table fleet.
- Installation of cobots (reduction of difficult working conditions).
- Reduction of care following the installation of thin cut resistant gloves and hard hats across the entire site.
- Introduction of validation for temporary workers in the use of electric pallet trucks.

EMPLOYEE TRAINING

- Movements and Postures training.
- Training in stretching and muscle warm-up for certain production lines.

MONITORING

- Use of the GoAudits application for field safety audits.

MANAGEMENT

- Psychosocial risk management plan (PSR).

COMMUNICATION

- Regular CSR awareness-raising: twice-monthly safety and environment message.
- Safety welcome support for newcomers, including temporary workers.

WELL-BEING AT WORK AND RECOGNITION

- Presence of a social worker twice a month and an osteopath two days a month to provide relief for employees exposed to repetitive movements.
- Installation of an air cooling system in the workshops.
- Conducting a satisfaction survey of all employees.
- Implementation of the MES system to lighten the administrative tasks of operators.
- Refurbishment of the sanitary facilities and painting of the locker rooms.

SOCIAL DIALOGUE

- Negotiation of a new profit-sharing agreement for 2022-2024.
- Negotiation of a wage agreement.
- Negotiation of agreements on

- the use of long-term partial activity (LTPA).
- Launching of a Job and Career Management process: numerous discussions with trade unions and elected officials.

SKILLS AND CAREERS

CAREER MANAGEMENT

- Establishment of a career and individual development plan for all employees: implementation of a Job and Career Management agreement.
- Collaboration with local schools: robotic vision license in Flers and BTS Électrotechnique in Condé.

DIVERSITY

- Professional Equality Index W/M 2021: 95/100.
- Raising managers' awareness of the risks of discrimination and harassment.
- Production management is run by a woman.
- The management of an autonomous production unit is run by a woman.
- Integration of 3 Ukrainians in the production staff.

VERESCENCE SOMME France

HEALTH AND SAFETY

IMPROVEMENT IN INFRASTRUCTURE/PPE

- Noise assessment measures: personnel exposed to noise equipped with ear muffs and exposed staff equipped with molded protections since 2019.
- Refurbishment of break rooms.
- Creation of new recreational rooms (locker rooms).
- Installation of additional lift tables.
- Installation of 2 pallet dispensers.
- Installation of an industrial paint sludge press (improved working conditions).
- Deployment of LED lighting on the exterior of the plant.
- Revision of pedestrian flows follow-

- ing the construction of the recreational rooms.
- Installation of 3 dock blockers (to secure loading/unloading).
- Introduction of new collaborative robots (cobots).

EMPLOYEE TRAINING

- MSD PRO training.
- Safety training provided to all new hires and temporary workers.
- Harassment officer training.
- Training to prevent PSR for local managers.
- PCS1 training for future retirees.

MONITORING

- Field audits: Gemba Walks (factory tours) & 6SE with GoAudits system.

MANAGEMENT

- Fire evacuation drill for a complete plant in operation.
- Deployment of new Workplace Wellness Audits.
- Deployment of a new "BINGO" safety animation based on the identification, centralization and correction of risk situations.

COMMUNICATION

- Distribution and display of safety and environmental messages published twice a month.
- Reception of newcomers via security reception.

WELL-BEING AT WORK AND RECOGNITION

- Presence of a physiotherapist twice a month: 50% extra slots offered to employees.
- Presence of a social worker twice a month.
- Air cooling in APU 5 and deployment in APU 3.
- Deployment of the MES system to lighten the administrative tasks of operators.
- Study of noise exposure to reduce it at the workstation of the lacquering workshop team members.

SOCIAL DIALOGUE

- Negotiation of a new profit-sharing agreement for 2022-2024.
- Negotiation of a wage agreement.
- Negotiation of agreements on

the use of long-term partial activity (LTPA).
 — Launching of a Job and Career Management process: numerous discussions with trade unions and elected officials.

SKILLS AND CAREERS

CAREER MANAGEMENT

— Management of skills through the career programs and associated multi-skills table
 — Development of partnerships with *grandes écoles* (Lille School of Chemistry, INSA, UTC, etc.) for internship programs.
 — Implementation of a Job and Career Management agreement.

EMPLOYEE TRAINING

— Hosting of work-study students and trainees.
 — Training on the basics of office automation for volunteer employees.

DIVERSITY

— Professional Equality Index W/M 2021: 84/100.
 — 40% women on the management committee.
 — The person responsible for hiring has taken "Hiring without discrimination" training.
 — Partnership with a vocational rehabilitation center for general maintenance work.
 — Collaboration with Humando, Pôle emploi, EPIDE and Mission Locale. (Employment re-integration).

VERESCENCE LA GRANJA Spain

HEALTH AND SAFETY

IMPROVEMENT IN INFRASTRUCTURE/PPE

— Measures to continuously improve the ergonomics of workstations.
 — Installation of robots at the workstations of the insulator assembly line where ergonomics are the least ideal.

— New method of greasing the IS machines with less risk associated with ergonomics extended to all machinery.
 — Compulsory wearing of safety hats in the hot end.
 — New handling robot on the insulator flocking line to improve the ergonomics of the workstation.
 — Pilot site for the use of collaborative robots (cobots) in the decoration workshop: development of new handling tasks with cobots.
 — Annual safety improvements for cold end packaging machines:
 → Update of the natural gas pipeline system accident risk assessment methodology.
 → Modification of gas lines to avoid any risk of collision with forklifts.
 — Storage optimization:
 → New signage in the various storage areas.
 → Reorganization of the storage of refractory plates.
 → Reorganization of the storage of insulators near the plant to reduce transport.
 — Construction of new loading docks to improve the safety of logistics operations: vehicle traffic will be safer by reducing truck traffic inside the plant by 90%.

EMPLOYEE TRAINING

Training of emergency response teams on furnace glass leaks and oxygen leaks.

MONITORING

— Dust level (crystalline silica) and other chemical measurements on the entire site.

MANAGEMENT

— Stretching exercises for the decoration workshop.
 — Ongoing benchmarking program with other plants in the Group and other companies.
 — Information campaign on the golden rules of safety to be respected on the site.
 — Representation of personal protective equipment (PPE) on a dummy by site of injury.
 — Inclusion of the Safety team in the Gemba Walks (factory tours) regularly scheduled on the site.
 → Implementation of daily rounds

to monitor plant safety: new safety audits in GoAudits.
 → Safety roadmaps focused on behavior and management.
 → General review of the risk assessment for the entire plant and activities: involvement of department managers and middle management.

COMMUNICATION

— Weekly safety messages.
 — Information board for reporting accidents.

WELL-BEING AT WORK AND RECOGNITION

— Monthly general information meeting with all employees via Teams.
 — Health campaign: once a week the company distributes fruits to workers to encourage them to adapt healthy food habits.
 — Specific action plan following the 2018 engagement survey.
 — Assessment of psychosocial risks as part of individual interviews.
 — Launch of a new "suggestion box" application so that employees can make suggestions for improving workstations, safety, quality, etc.

SKILLS AND CAREERS

CAREER MANAGEMENT

— Management of Workers' skills through the career programs and associated multi-skills table.

EMPLOYEE TRAINING

— Official professional diploma for 17 employees.
 — Specific training on the use of new automatic machines in the finishing plant.
 — Training sales managers in negotiation and leadership techniques.
 — Language training.
 — Training in management techniques for local managers.
 — Implementation of an online training platform for employees, in collaboration with Randstad.
 — 3D Studio training: work on designs.

VERESCENCE COVINGTON USA

HEALTH AND SAFETY

IMPROVEMENT IN INFRASTRUCTURE/PPE

— Continuous development of the maintenance work order system under Teams. Passage to the CMMS system in Fix with preventive maintenance operations.
 — Compulsory wearing of safety hats in the hot end.
 — Securing of cullet conveying.
 — Repair of the gas valve insulation in the maintenance workshop.
 — Installation of additional fire alarms with flashing lights at the hot end to ensure alerts in high noise areas.
 — Installation of LED lighting at the hot end of the IS machines and in the basement to avoid incidents due to poor lighting.
 — Replacement of all exit and emergency exit lighting with energy-efficient LED bulbs, extending battery life and emergency lighting.
 — Installation of robots to pack bottles to reduce repetitive motion injuries.

EMPLOYEE TRAINING

— Quarterly safety footwear check.
 — Trainer in charge of welcoming newcomers.
 — Deployment of new forklift instructors as part of the "Train the Trainer Program".
 — Hiring of a training coordinator to ensure that all employees are properly trained in safety and regulatory compliance.

MONITORING

— Gemba Walks (factory tours) have been added to the GoAudits system.
 — Addition in GoAudits of the hot and cold end audits, as well as the 5S audit.

MANAGEMENT

— Safety observation cards for "near misses" to flag potential safety issues.
 — Safety efforts were also recognized through the "Pride Incentive".
 — Launch of a new HSE audit program.

— Inclusion of the Safety team in the Gemba Walks (factory tours) scheduled twice a week on the site.

COMMUNICATION

— Weekly update of the display screens installed at the employee entrance.
 — Information board for reporting accidents.

WELL-BEING AT WORK AND RECOGNITION

— Organization of a "Health" information day and meetings with a doctor.
 — Monthly general information meeting with all employees via Teams.
 — Information note of important events sent with pay slips.

SKILLS AND CAREERS

CAREER MANAGEMENT

— Management of Workers' skills through the career programs and associated multi-skills table.
 — Posting of career opportunities on all employee information boards.
 — Bonus plan to encourage recruitment.
 — Wage overhaul for all positions to encourage career progression to qualified positions.

EMPLOYEE TRAINING

— Offer of online training: e-learning courses on the technical use of software.
 — Organization of local seminars/lectures according to requirements, particularly on the use of specific medical resources to help in emergencies.
 — Technical training for maintenance personnel at a local university.

DIVERSITY

— All managers and supervisors have received training on equal employment opportunities, and anti-discrimination and harassment in the workplace.
 — Online training on cyber threats.
 — Partnerships with local schools to promote the integration of junior people.

VERESCENCE SPARTA USA

HEALTH AND SAFETY

IMPROVEMENT IN INFRASTRUCTURE/PPE

— Preventive maintenance program, use of a new CMMS (Computerized Maintenance Management System).
 — Renovation of the access doors.
 — Project to improve the lacquering lines:
 → Improved cooling of bottles as they leave the lacquering lines.
 → Control of excess lacquer on the lacquering lines / improved air circulation system: reducing the risk of exposure to lacquer dust to ensure better working conditions.

EMPLOYEE TRAINING

— HSE information distributed to employees on a weekly basis.
 — New training and increased staffing for the emergency response team. This team has also been certified in a first aid training program.
 — Better organization of the emergency response team / central safety committee through the new skills matrix (mandatory for levels 3 and above).

MONITORING

— 100% of the audits and Gemba Walks (factory tours) were conducted via the GoAudits platform.

MANAGEMENT

— Safety observation cards for "near misses" to flag potential safety issues.
 — Safety efforts were also recognized through the "Pride Incentive".
 — Expansion of Sparta's HSE team with the hiring of a HSE Manager to provide operational management of activities and related projects.

COMMUNICATION

— Improvement of road markings.
 — Weekly update of the display screens installed at the employee entrance.

WELL-BEING AT WORK AND RECOGNITION

- Interactive communication session with employees on working conditions.
- Healthier food choices at the staff canteen.
- HVAC system upgrade in a break room and chiller to reduce heat in the building.
- Prevention campaign for a healthy mindset.
- Repair of the roof.
- Improvement of the HVAC system in the station and the lacquering laboratory.
- Improved packaging for better ergonomics.
- Creation of an outdoor break area with picnic tables to promote employee well-being.
- Redevelopment of the park adjacent to the facility into an outdoor recreation area.

SKILLS AND CAREERS

CAREER MANAGEMENT

- Management of Workers' skills through the career programs and associated multi-skills table.
- Posting of career opportunities on all employee information boards.
- Bonus plan to encourage recruitment.
- Wage overhaul for all positions to encourage career progression to qualified positions.

EMPLOYEE TRAINING

- Offer of online training: e-learning courses on the technical use of software.
- Organization of local seminars/lectures according to requirements, particularly on the use of specific medical resources to help in emergencies.
- Introduction of an evaluation of all temporary workers using the 30-60-90 day method to transition them to full-time positions.

DIVERSITY

- All managers and supervisors have received training on equal employment opportunities, and anti-dis-

crimination and harassment in the workplace.

- Online training on cyber threats.
- Enhanced career development opportunities by advertising job openings internally to promote transparency and equity and to hire the local workforce first.

VERESCENCE PACIFIC
South Korea

HEALTH AND SAFETY

IMPROVEMENT IN INFRASTRUCTURE/PPE

- Implementation of a noise protection program and purchase of custom hearing protection equipment to reduce noise exposure.
- Installation of additional lighting in dark areas to prevent accidents.
- Use of a dedicated mold cart and improved mold tongs to facilitate operations.
- Standardization of the lengths of greasing tools, standardization of practices for safe machine operation.
- Adjustment of the workstation height, improvement of anti-skid pads.
- Improved fire safety for re-burning operations.
- Improvements to facilities and equipment to reduce smoke and dust generation.
- Employee health and workplace hygiene are monitored by nurses, hygiene specialists and doctors during regular visits.

EMPLOYEE TRAINING

- Training in emergency situations through simulated disaster situations for each process (fluoric acid leak, glass pouring, work in confined spaces, natural disasters, etc.).
- Joint training with the fire department (mobilization of fire trucks, chemical transport vehicles and emergency vehicles).
- Training on fire prevention measures, such as the use of extinguishing equipment, first aid, patient evacua-

tion and reporting.

MONITORING

- Monitoring of the effectiveness of site evacuation systems, such as the ventilation system.
- Safety inspection 1,4,4,4. (1st day of the month: check presence/wear of safety devices; 4th day: general safety inspection; 14th day: safety inspection of entrapment hazards; 24th day: safety inspection of fall hazards).

MANAGEMENT

- Development and implementation of a safety and health management system in accordance with the Severe Disaster Punishment Act.
- Recording and evaluation of "near misses".
- Analysis of risks related to chemical products and material factors.

COMMUNICATION

- Publication and posting of health and safety management policies on site information boards, Intranet and meeting rooms.
- Focus on publications related to health and safety issues, such as poor health and safety behaviors, changes in legislation and the importance of wearing protective equipment.
- Once a month, employers, unions and business partners meet to jointly conduct a Safety Leadership Tour and discuss health and safety issues.
- Health and safety performance is reported to all employees on a monthly basis.

WELL-BEING AT WORK AND RECOGNITION

- Creation of a catering committee that meets regularly to ensure the nutritional quality of the meals offered.
- Construction and commissioning of an employee break room.
- Massage chairs available to all employees.
- Use of the suggestion system to create a safe and pleasant working environment.
- Provision of salt tablets to prevent dehydration, drinking water and food supplements.

SKILLS AND CAREERS

CAREER MANAGEMENT

- Setting of personal goals for all employees.
- Employee job descriptions completed in accordance with Verescence criteria.

EMPLOYEE TRAINING

- Since the company is established in several countries, English classes have been set up to promote communication and better understand cultural differences.
- Regular training on health and safety issues to ensure a safe working environment.

DIVERSITY

- Harassment and discrimination prevention training provided to all employees.
- Bilateral cooperation with Verescence France via travel and business trips for technical training and benchmarking purposes.



ACT FOR SOCIETY

2021-2022 INITIATIVES STANDARDIZED AT GROUP LEVEL AND APPLIED AT ALL SITES

OBJECTIVES



LOCAL PRESENCE, GLOBAL STRENGTH

MANAGEMENT

- Review of all Verescence key processes by their owners at the level of the Executive Committee, Regional Management Committees, and Site Management Committees, incorporating CSR criteria, with SWOT analysis and improvement plans.
- Creation of a CSR Roadmap included in the 3 pillars of our CSR strategy. For each theme, a leader is appointed and is in charge of evaluating CSR progress based on this roadmap.
- Participation of Verescence in the Mouvement des Entreprises de Taille Intermédiaire (METI - Association of French Mid-Caps Enterprises).

EQUIPMENT

- Use of 3D printers for the production of most of our tools, which allows us to reduce the flow of tool transport while considerably improving our agility thanks to a significant reduction in lead time.

SUSTAINABLE PROCUREMENT

MANAGEMENT

- Deployment of CSR action plans in partnership with our suppliers through dynamic KPIs. All buyers fully assessed on the deployment of dynamic KPIs.

SUPPLIER SELECTION

- Deployment and updating of the ecosystem mapping including CSR aspects.
- OPEXs respond to dynamic KPIs and are committed to improvement.
- Extension of highly weighted CSR criteria in CAPEX invitations to tender

and specifications.

- Deployment of the Purchasing Policy, CSR Policy and Supplier CSR Charter set out by the Group.
- Environmental and social audits on suppliers' sites.

SUSTAINABLE PROCUREMENT

- The finishing plants use gold for some types of decoration. The plants have restricted the number of suppliers to two trusted companies. Their sources are certified and declared through official declarations.
- Verescence maintains a "gold mapping" document that is used to trace the origin of the gold for all of the finishing plants.
- Use of a tool allowing mold needs to be anticipated, which enabled us to buy a greater proportion of our molds locally.
- Implementation of a multi-year action plan with our CSR1 suppliers and various Verescence departments:
 - Systematic review of the 5 pillars (CSR, quality, OTIF, competitiveness and innovation) with our suppliers.
 - Assessment of their maturity by pillar.
 - Definition of actions needed for progress.
- EcoVadis or other recognized organizations CSR1 supplier survey.

BUSINESS ETHICS

COMMON PROVISIONS FOR ALL SITES

- An "FCPA policy" that covers the following subjects: anti-corruption, conflicts of interest, fraud, anti-competitive practices.
- Ethics Code and Code of Conduct for all employees.
- "Cyber security policies and

- measures": ISS (Information Security System) policies, internal audits, a Cybersecurity Committee composed of the CEO, CFO, CIO, Head of Cybersecurity and the Chief Legal Officer, which meets twice a year to define and implement the Group's Cybersecurity policy.
- Deployment of a worldwide "Cybersecurity" training program over 2021/2022 involving more than 860 employees to raise awareness against the risks of cyber attacks and/or fraud.
- A "whistleblower procedure" accessible on the Intranet and on www.verescence.com.
- The Compliance Committee, supervised by the CEO, meets every two months and/or when needed to deal with issues related to business ethics, including anti-corruption, conflict of interest (via the deployment of tools such as the whistleblower procedure, the third-party verification procedure, employee training, etc.), limitation of authority (limits on gifts and donations, etc.), the GDPR, and securing IT access, on a Group-wide basis.
- Standard ethical and anti-corruption clause imposed on all Verescence partners (suppliers, customers, service providers, agents, distributors, etc.).
- Third party verification procedure via the "World-Check" database to guarantee the absence of any act of corruption by a potential partner.
- GDPR (General Data Protection Regulation) data processing registry at Group level.
- Safety of information systems & cyber security:
 - (i) Internal / external penetration tests (06/2021) performed by Orange Cyberdefense: assessment of the robustness of the infrastructure to internal and external attacks.

- (ii) DRP (Disaster Recovery Plan) / BRP (Business Recovery Plan): shutdown and recovery tests in the event of the loss of Data Center 1 (December 2021) in order to complete the exercises and simulations carried out in 2018 corresponding to the loss of Data Center 1 (November 2019).
- (iii) Strengthening of network policies and introduction of network segregation (France/Spain).
- (iv) Strengthening of backup strategies: cross-site backups for local data, addition of off-line backups for the Data Center, outsourced Office 365 perimeter backups.
- (v) Creation of a "Head of Cybersecurity" position.
- (vi) Annual renewal of a Cyber/Fraud group insurance policy (April 2022).
- (vii) Implementation of an outsourced SOC at Orange Cyberdefense with deployment of an EDR solution.
- (viii) Password "cracking" campaigns conducted successively in 2020 and 2021; new campaigns scheduled for May 2022.
- (ix) Strengthening of access control via the deployment of a Multi Factor Authentication (MFA) policy.
- Digitization of business processes in line with the "zero paper" strategy and strengthening of compliance control within the Group (eValid, etc.).
- Introduction of a "sensitive positions" recruitment procedure (Finance, Payroll, Purchasing, HR, INPD departments).
- Annual review of banking powers and delegations of powers and signature and update if necessary.
- Global computerized "eValid Gifts & Donations" workflow to control gifts and donations in accor-

dance with the Group's LoA policy.

- Global computerized "eValid New Customer" workflow to (i) track, streamline and centralize all customer creations, (ii) avoid the risk of fictitious customers, and (iii) comply with the LoA policy on payment terms.
- Computerized "eValid Creation/Modification Supplier-Employee bank details change" workflow deployed in France.
- Standardization of supplier payments through a single cash management tool.
- Integration of Verescence Pacific in the Governance and Compliance principles implemented at Group level, accessible on the local Intranet in Korean and English:
 - (i) Application of the Group LoA policy.
 - (ii) Application of the "Verescence Compliance Pack" (FCPA policy, whistleblower procedure, code of ethics, third party verification procedure, IT user charter, etc.).



2021-2022 INITIATIVES BY SITE

VERESCENCE MERS-LES-BAINS France

LOCAL PRESENCE,
GLOBAL STRENGTH

LOCAL OPERATION THROUGH THE CREATION OF CLUSTERS

— Extension of “door-to-door” blank bottle sorting subcontractors.

LOCAL SECTORAL COLLABORATION

— Active participation in “Glass Valley” and “Cosmetic Valley”, which bring together all local players in the sector, i.e. glassmakers, decorators, toolmakers, layout artists, sorters, etc.

COLLABORATION WITH LOCAL AUTHORITIES

— Regular collaborative work with the local authorities within the framework of environmental protection measures (limiting emissions into the air and water).
— Monthly communication with the Seine Maritime Regional Directorate for Environment, Planning and Housing (DREAL) on our progress on environmental, energy and/or safety issues.

PRESERVING EMPLOYMENT
AT OUR SITES

PRESERVING THE SECTOR'S TRADES

— Verescence Mers-les-Bains is certified as a training organization, allowing for bespoke training adapted to the needs of our staff.
— Continuation of the CQPI for “Hot End” mechanic drivers.
— Implementation of a project to reorganize the company in order to adapt to market changes.
— Hiring of 9 permanent pro contracts in 2021 and 12 pro contracts in 2022.

VERESCENCE ORNE France

LOCAL PRESENCE,
GLOBAL STRENGTH

LOCAL OPERATION THROUGH THE CREATION OF CLUSTERS

— Insourcing of all decorated bottle sorting activities on site.

LOCAL SECTORAL COLLABORATION

— Active participation in “Glass Valley” and “Cosmetic Valley”, which bring together all local players in the sector, i.e. glassmakers, decorators, toolmakers, layout artists, sorters, etc.

COLLABORATION WITH LOCAL AUTHORITIES

— Strengthening the relationship with the SDIS 61 (Orne Departmental Fire and Rescue Service) by welcoming them on site for command and coordination exercises.

LOCAL PRESENCE AND SOCIAL COMMITMENT

— Organization of an annual blood drive.
— HSE evaluation of subcontractors/suppliers with an impact on QSE aspects.
— Founding member of the Argentan ambassadors association, with the aim of promoting the employment area (this association allowed Verescence Orne to take on some temporary workers from Marelli, which was in a slump due to the electrical components crisis).

PRESERVING EMPLOYMENT
AT OUR SITES

PRESERVING THE SECTOR'S TRADES

— Collaboration with the Verescence Somme site for the

training and support of an employee for the maintenance of the lacquering guns.

VERESCENCE SOMME France

LOCAL PRESENCE,
GLOBAL STRENGTH

LOCAL OPERATION THROUGH THE CREATION OF CLUSTERS

— Insourcing of all decorated bottle sorting activities on site.
— Study of the extension of the sorting center: addition of 4 tables in order to keep some positions in case of production hazards.

LOCAL SECTORAL COLLABORATION

— Active participation in “Glass Valley” and “Cosmetic Valley”, which bring together all local players in the sector, i.e. glassmakers, decorators, toolmakers, layout artists, sorters, etc.

COLLABORATION WITH LOCAL AUTHORITIES

— Regular collaborative work with the local authorities within the framework of environmental protection measures (limiting emissions into the air).

LOCAL PRESENCE AND SOCIAL COMMITMENT

— Participation in the Employment and Work-Study Training Forum (Amiens and Abbeville).
— Blood drive.
— As part of European Mobility Week and the Enterprise Mobility Plan, participation in the “Faites du Vélo” cycling operation in partnership with LACTINOV.
— Collaboration with Mission Locale and EPIDE to take on individuals in

reintegration.
— Participation in the Mission Locale enterprise club.
— Participation in Industry Week: factory visit with the employment counselors at Pôle Emploi Abbeville and Amiens.
— Sponsorship of a local sports association.
— Visit of the regional prefect, the prefect of the Somme, the departmental councilor and the sub-prefect of Abbeville.
— Interview by local newspapers (Vivre en Somme, Courrier Picard, Journal d'Abbeville).

PRESERVING EMPLOYMENT
AT OUR SITES

PRESERVING THE SECTOR'S TRADES

— Continuation of the CQP “Industrial Equipment Operator” system for lacquering line operators. Project to develop a CQP Industrial Equipment Operator system for decoration line operators.
— Continuation of the CléA diploma system.
— In-house trainer dedicated to core business training.

VERESCENCE LA GRANJA Spain

LOCAL PRESENCE,
GLOBAL STRENGTH

LOCAL OPERATION THROUGH THE CREATION OF CLUSTERS

— Insourcing of all blank or decorated bottle sorting activities on site.
— Development of “door-to-door” bottle sorting subcontractors.
— Improvement of the S&OP and PIC (Industrial and Commercial Plan) to promote the insourcing of decoration.

LOCAL SECTORAL COLLABORATION

— Collaboration with the Royal Glass

Museum for training and exchange of best practices on glass.

COLLABORATION WITH LOCAL AUTHORITIES

— Member of several local associations (AMEC, FES, and VIDRIO ESPAÑA).

LOCAL PRESENCE AND SOCIAL COMMITMENT

— Sponsorship of sports activities (local soccer clubs) and cultural activities (Noches Mágicas, Mercado Barroco, Christmas parties, etc.).
— Collaboration with the University of Valladolid Foundation and the University of Madrid.
— Collaboration with public authorities to promote the employment of the local population.
— Opening of the staff canteen to the local population.
— Sponsorship of a student drawing contest on the theme of ecology.
— Collaboration with the island of La Palma after the October 2021 volcanic eruption in the form of safety equipment supplies.

PRESERVING EMPLOYMENT
AT OUR SITES

PRESERVING THE SECTOR'S TRADES

— Government-certified training center authorized to deliver training leading to qualifications for glass trades (Certificado Profesionalidad).

VERESCENCE COVINGTON USA

LOCAL PRESENCE,
GLOBAL STRENGTH

LOCAL OPERATION THROUGH THE CREATION OF CLUSTERS

— Insourcing of 80% of blank bottle sorting activities.
— Development of relationships with local suppliers for packaging.

COLLABORATION WITH LOCAL AUTHORITIES

— Member of the local industrial committee.
— Member of the Local Emergency Planning Committee (LEPC).
— Collaborated with the Newton County Chamber of Commerce to donate meals to Piedmont Newton Hospital employees as part of National Hospital Week.

LOCAL PRESENCE AND SOCIAL COMMITMENT

— Organization of a cancer prevention event.
— “Nutrition” advisory campaign.
— “Adopt-A-Mile” partnership with the city of Covington to clean the roadside leading to the plant.
— Toy drive for the “Toys for Tots” association.
— Support for various community events (Fun Run, Family Fun Day, YMCA race, etc.).
— More sustainable procurement by sourcing locally as a priority.
— Participation in an event in honor of veterans.
— Sponsorship of a community course to support the local police force.

PRESERVING EMPLOYMENT
AT OUR SITES

PRESERVING THE SECTOR'S TRADES

— Greater conversion of temporary workers to permanent workers.
— A 30-60-90 day plan has been put in place for new employees.

VERESCENCE SPARTA USA

LOCAL PRESENCE,
GLOBAL STRENGTH

LOCAL OPERATION THROUGH THE CREATION OF CLUSTERS

— Strengthening the partnership with the current lacquer supplier so that

99% of the lacquer used is locally produced.

- Conclusion of a second partnership with another local lacquer supplier.
- Development of the collaboration with the local tool supplier for high-speed printing machines.

LOCAL PRESENCE AND SOCIAL COMMITMENT

- Extension of the cancer prevention event to cover other forms of cancer.
- “Nutrition” advisory campaign.
- Participation in an event in honor of veterans.

PRESERVING EMPLOYMENT AT OUR SITES

PRESERVING THE SECTOR'S TRADES

- 10% more temporary workers were hired on permanent contracts.
- Establishment of career paths to promote staff retention, skills development and job attractiveness.
- Partnerships with local schools to promote the integration of local youth.
- All employees complete the online ethics training program.

VERESCENCE PACIFIC
South Korea

LOCAL PRESENCE, GLOBAL STRENGTH

LOCAL OPERATION THROUGH THE CREATION OF CLUSTERS

- Local supply of specific materials at the request of customers.
- Installation by a local company of robots for the addition of an automatic printing machine.
- Partnership with a local company for the installation of a brush system coupled with air ionization to ensure a clean surface before lacquering, in order to be in line with the other Verescence sites.

LOCAL SECTORAL COLLABORATION

- Regular meetings to keep up to date with information on the glass industry.

COLLABORATION WITH LOCAL AUTHORITIES

- Participation in the 21st International Ocean Cleanup Day organized by local

and national authorities.

- Organization of coastal clean-up activities in collaboration with local authorities.
- Participation in World Water Day events in partnership with local authorities.

LOCAL PRESENCE AND SOCIAL COMMITMENT

- Organization of a breast cancer prevention event.
- Donation activities for the local community (heating, supplies, scholarships, etc.).
- Cake donations for the families of employees and subcontractors.
- Collaboration with Gongju University on R&D work to produce safer bottles.

PRESERVING EMPLOYMENT AT OUR SITES

PRESERVING THE SECTOR'S TRADES

- Full-time recruitment of contracted CFO (Finance department).



ECO SOLUTIONS

QUALITY OF SERVICE AND COMPETITIVENESS

MANAGEMENT AND ORGANIZATION

- Strengthening of “One Verescence” through the roll-out of the Verescence Sustainable Performance System (VSPS) across the Group, based on a strong continuous improvement approach.

- Management of performance at monthly committee meetings by site and by business line, enabling rapid deployment of best practices.

— All sites are subject to CSR objectives covering the three pillars. Included in their respective budgets, these objectives are the subject of a report and are reviewed during monthly “Business Reviews”. All sites thus actively work to reduce their energy and water consumption and their emissions into the air (CO₂, NO_x, SO_x, VOC, etc.), and are committed to recovering as much of their waste as possible by examining all local recycling solutions. All of this data is collected each month within the HSE network and consolidated on a non-financial reporting platform administered by TENNAXIA

- Monitoring of waste by type and disposal method at all sites: standardization of declarations at all sites.

- Insourcing of bottle sorting activities on our sites in order to optimize our processes, reduce our delivery times and reduce transportation.

- All Verescence sites are certified in accordance with all of the following standards: ISO 9001, ISO 45001, ISO 14001, ISO 22716 (GMP Cosmetics).

- “Agilecence” project: work on improving our flows allowing our customers to benefit from a premium service enabling them to deliver their

strategic ranges in a maximum of 4 weeks.

- Assessment of the Quality population for the entire Group.
- All members of the Executive Committee have individual CSR objectives that they deploy within their teams.

OPTIMIZING THE ENVIRONMENTAL IMPACT OF OUR PROCESSES

- Each year, Verescence and all of its sites evaluate their performance in terms of climate impacts and water management according to the “CDP Climate Change” and “CDP Water Security” programs. In 2021, Verescence joined the prestigious A-List with an A rating on the “CDP Water Security” and “Supplier Engagement Rating” programs. On the “CDP Climate Change” program, Verescence improved its performance and obtained an A-.

— Verescence joined the Science Based Targets initiative (SBTi) and committed to the “Well-Below 2°C” scenario. The SBTi validation committee reviewed the climate transition plan presented by Verescence and found it to be in compliance with its criteria and recommendations.

- Verescence is rolling out its 2019-2034 decarbonization plan to all of the Group’s plants.

- All plants consuming industrial water are equipped with recycling systems.

- Deployment of a common water management standard and mapping of water supply and discharge for 100% of processes. Verification of certain KPIs related to water management by our ITO: KPMG.

- Verescence is an active participant

2021-2022 INITIATIVES STANDARDIZED AT GROUP LEVEL AND APPLIED AT ALL SITES

OBJECTIVES



in the R&D project “VERCANE” (VERre CARboNEutre), the objective of which is to decarbonize the glass manufacturing process by providing energy solutions capable of supplying production sites in a sustainable manner.

INNOVATION AND ECO-DESIGN

PRODUCT INNOVATIONS

- The Verescence R&D teams, positioned at Group level, are working to systematically improve the environmental impact of the products manufactured at all our sites:

- Growth of Infinite Glass 40: 40% PCR (Post Consumer Recycled = used glass collected for recycling).

- Development of a new composition of recycled glass with 20% PCR.

- Use of water-soluble lacquers instead of 89% solvent-based lacquers.

- Use of organic inks instead of enamels or precious metals.

- Development of lightweight glass: introduction of an average glass weight indicator per container.

- Development of “safety glass” in partnership with the brand What Matters.

- Glassification: replacement of plastic by glass for many projects in new territories (mascara applicators, lipstick, etc.).

- Growth in the production of bottles with screw rings: 86% of the new molds have screw rings facilitating recycling by separability as well as reuse by the consumer.

MEASURING ENVIRONMENTAL IMPACT

- Evolution of the Life Cycle Analysis (LCA) software for Verescence products with the inclusion of Infinite

Glass 20 and Infinite Glass 40. All data specific to Verescence has been updated to take into account our latest improvements impacting the life cycle of our products.

— All sites contribute through their performance to enriching the environmental impact model we have developed using our unique life cycle analysis tool. This tool allows us to compare two bottles and to give our customers an objective opinion for the most eco-responsible choice based on eight impact indicators: Global Warming (CO₂), Acidification, Photochemical Oxidation, Eutrophication, Ecotoxicity, Exhaustion of Mineral Resources, Non-renewable Energy Consumption and Water Consumption.

— Recyclability study for colored and decorated glass bottles in order to define a recyclability index and share these with our main customers for their thoughts ahead of developments.

EXTERNAL COMMUNICATION

— Raising the awareness of our customers on the environmental impact of their products during Trends & Innovations presentations.

— Proactively presenting our CSR strategy and decarbonization plan to our clients.

— Solicitation of Verescence to act as an expert on eco-design in partnership with our clients during conferences, training sessions and individual presentations:

→ Verescence's participation at a round table on the assets of Made in France during the French perfumery-cosmetics industry summit.

→ Participation at the "Made in France" Expo at the Elysée Palace to highlight know-how and innovation in luxury bottles.

→ Participation in a conference on innovation and eco-design with BVL-GARI during the Luxe Pack Edition Spéciale trade show.

— Sectoral collaborations to highlight eco-design solutions:

→ Participation in a joint stand with Glass Valley players at the Cosmetic

360 trade show.

→ Participation in the definition of Glass Hallmark Flaconnage under the authority of FEVE.

→ Creation of an eco-responsible gift box with Grown.Bio and Eviosys.

— Development in collaboration with CETIE of a new standard for screw rings (SNI ring: Screw Neck International) allowing interchangeability with crimping rings (FEA), thus meeting market expectations (recyclability/refillability) while maintaining the aesthetic characteristics of luxury brands.



2021-2022 INITIATIVES BY SITE

VERESCENCE MERS-LES-BAINS
France

OPTIMIZING THE ENVIRONMENTAL IMPACT OF OUR PROCESSES

ENERGY CONSUMPTION AND REDUCTION OF CO₂ EMISSIONS

— Installation of low energy LED lighting throughout the site.

— Retainment of ISO 50001 certification.

— Search for air leaks on our compressed air network: establishment of a permanent monitoring system.

— Study on the implementation of a variable speed compressor to limit energy consumption.

— Installation of 50 gas meters, 30 water meters and 110 electricity meters and connection of all our electricity meters to our technical energy management and water consumption system and monitoring via dedicated software for water and gas and 10% for electricity.

— Addition of 3% oxygen in furnace 6 to reduce our consumption of natural gas.

— Validation of the waste heat recovery project.

POLLUTION REDUCTION (AIR, WATER, SOIL, EMISSIONS)

— Monthly measurements sent to the Regional Directorate for Environment, Planning and Housing (DREAL) to check our atmospheric emissions: dust, particles, SO_x, NO_x, etc.

— Monthly measurements of pollutants in wastewater and search for legionella (monthly reporting to DREAL).

— Deployment of a technical management of energy and water consumption project in order to precisely monitor and analyze the consumption of all equipment (water, gas and electricity).

- Excavation of 100m³ of soil polluted with Boron+B17.

WASTE AND END OF LIFE

— Plastic recycling: collection of our plastics for production of plastic covers and sheaths (secondary raw material).

— Recovery of IT waste (Green IT).

— Full analysis of our waste in costs and volumes.

— Identification and rationalization of all waste streams.

— Integration of all recoverable waste from our subcontractors.

— Reduction of the polluted glass stream by 53%.

— Reduction of the inert waste glass stream by 14%.

— Reduction of approximately 700kg of CIW/month from compactors in 2021.

— Increase in recycled waste by 2% to reach 91.4%.

REDUCED IMPACT ON WATER

— Monitoring of cooling tower consumption and treatment improvement via an automatic biocide feed system.

— Installation of 32 water meters to optimize our consumption.

— Enhanced reliability of the FISA machine to reduce water consumption and decrease our electrochemical waste discharge.

COMMUNICATION

— Posting of notices on each waste sorting station showing the right waste to put in the right garbage can.

— "Glass and Environment" training to raise the awareness of furnace operators regarding the environmental impacts of their profession.

— PCR training for 30 employees (44 hours of training).

VERESCENCE ORNE
France

QUALITY OF SERVICE AND COMPETITIVENESS

COMPETITIVENESS

— Introduction of the MES system.

OPTIMIZING THE ENVIRONMENTAL IMPACT OF OUR PROCESSES

ENERGY CONSUMPTION AND REDUCTION OF CO₂ EMISSIONS

— Gradual installation of low energy consumption LEDs across the entire site.

— Commissioning of a variable speed compressor.

— Implementation of a technical management of energy and water consumption system on the site.

— Implementation of actions as part of the decarbonization of production processes: reduction of gas consumption.

— Equipping of a screen printing machine with a UV lamp for Full UV process validation.

— Installation of a UV tunnel.

— Replacement of lehr 7 with an electric lehr.

— Reduction of transport for the treatment of sludge: local treatment.

POLLUTION REDUCTION (AIR, WATER, EMISSIONS)

— Replacement of the line 2 filtration box at the Lacquering APU.

WASTE AND END OF LIFE

— Increase in the selective recovery of waste: recycling of polyethylene plastic films (+600%), PE/PS thermoformed materials (+40%) and wood from broken pallets.

— Reduction of the production of lacquer sludge by a second pressing to reduce the water content.

REDUCED IMPACT ON WATER

- Reuse and recycling of effluents wherever possible: installation of an automatic purge on TAR and reuse of the vacuum pump water as TAR water make-up.
- Improved management of our water footprint by collecting systematic and targeted data on our withdrawals, discharges and needs by process, capable of identifying our consumption and recycling capacities.

VERESCENCE SOMME
France

OPTIMIZING THE ENVIRONMENTAL IMPACT OF OUR PROCESSES

ENERGY CONSUMPTION AND REDUCTION OF CO2 EMISSIONS

- Use of variable speed compressors.
- Installation of low energy consumption LEDs across the site, indoor and outdoor.
- Installation of electric lehrs on new projects.
- Gradual phasing out of enamels in favor of organic inks: firing temperature dropped from 650°C to 150°C.

POLLUTION REDUCTION (AIR, WATER, SOIL, EMISSIONS)

- Elimination of atmospheric discharges by replacing dry filters with closed circuit water curtains.

WASTE AND END OF LIFE

- Installation of a double sludge press.
- Recycling: cardboard, transparent plastics PE, Akilux plastics, thermoformed and merchant pallets, colored glass, and white glass.
- Distribution of recyclable bottles for all employees to eliminate plastic cups and reduce the number of cardboard cups.
- Selective sorting management.

REDUCED IMPACT ON WATER

- Reuse and recycling of effluent

on highly water-consuming process (lacquering lines, etc.).

- Installation of additional water meters to monitor and optimize our consumption.
- Monitoring of water withdrawals (subdivisional meters).
- Installation of closed circuit L1 UAP4.
- Improved management of water consumption through systematic and targeted data collection of our water withdrawals, discharges and needs by process, capable of identifying our consumption and recycling capacities.

COMMUNICATION

- Employee awareness-raising on eco-friendly habits (waste sorting, energy, etc.).
- Creation of a new display for all waste.

MANAGEMENT

- Integration of a new HSE Engineer on fixed-term contract to replace the incumbent on maternity leave.

VERESCENCE LA GRANJA
Spain

OPTIMIZING THE ENVIRONMENTAL IMPACT OF OUR PROCESSES

ENERGY CONSUMPTION AND REDUCTION OF CO2 EMISSIONS

- Elimination of external warehouses to reduce transportation of finished products.
- Implementation of a door-to-door bottle sorting system to reduce the internal supply chain of the finishing plant.
- Signature of the renewable energy PPA project aimed at carbon neutrality of our electricity consumption on the site.
- On-site PPA project to generate electricity with solar panels.
- Since 2021, we have been producing a type of glass made from post-consumer cullet (Infinite Glass 20), which

allows us to reduce our consumption of natural raw materials, natural gas and CO2.

- Corporate vehicle strategy: replacement of all fuel vehicles with hybrid vehicles.
- To encourage electromobility, a new electric recharging station has been installed on the site's parking lot.

REDUCTION OF POLLUTION (AIR, WATER, EMISSIONS, NOISE)

- A new noise map and noise reduction study will be completed in 2021.

WASTE AND END OF LIFE

- Better non-recyclable waste sorting and recyclability performance increase for specific waste categories: colored glass, cement, dirty cullet. In 2021, non-recyclable waste decreased by 5%, resulting in a recycling rate of 90.5%.
- Recycling of 100% of the liquid waste produced by the lacquering lines and the waste produced by the tool cleaning machines.
- End-of-life management of glass insulators: LCA report published. Procedure for recycling waste from the production of insulators for customers.
- Set up of a workshop to recover broken pallets and reduce wood waste.
- Installation of a new area reserved for cullet waste in order to better sort colored cullet and dirty insulator cullet, allowing them to be managed as recycling waste.

REDUCED IMPACT ON WATER

- Closed circuit cooling water system.
- Installation of numerous flow meters to measure and manage water consumption more precisely for each process.
- Installation of Parshal channels to measure the plant's water discharges more accurately and control the plant's water consumption (withdrawals and discharges).

COMMUNICATION

- Communication concerning waste sorting.
- Video to educate and train employees on waste management.

MANAGEMENT

- ISO 50001 certified since December 2021.
- Publication of the Environmental Product Declaration (EPD) for Glass Insulators.
- Proposal of glass lacquered with water-based paint rather than mass-colored glass, thus contributing to the increase of glass recycling in our sector of activity.

VERESCENCE COVINGTON
United States

OPTIMIZING THE ENVIRONMENTAL IMPACT OF OUR PROCESSES

ENERGY CONSUMPTION AND REDUCTION OF CO2 EMISSIONS

- Re-certification in the first quarter for annual CO2 emissions.
- Installation of a new fixed gas analyzer to improve the gas/air ratio and burner efficiency in order to reduce gas consumption and CO2 emissions.

POLLUTION REDUCTION (AIR, WATER, EMISSIONS)

- Improvement of the dust extraction system in the batch house and furnace fume treatment room.
- Reconstruction of dust collectors.
- Installation of access stairs to water withdrawal sites.
- Measures taken to remove excess vegetation in the two retention basins.
- Annual stack inspection starting in 2022 (not mandated by US regulators). This ensures our compliance and commitment to reducing NOx, SOx and fine particulate emissions. This initiative is part of our company's ongoing global commitment to reduce NOx, SOx and fine particle emissions.
- Replacement of all composition silo vents to improve efficiency and reduce emissions, starting with the aragonite silo.
- Quarterly cleaning of the parking

lot to reduce sediment from the road that could contaminate adjacent properties via runoff.

WASTE AND END OF LIFE

- Reduction in the use of waste compactors through better recycling of cardboard and plastic.
- Recycling of all cardboard and metals
- Recycling of precious metals. (Molds/Furnace sensors).
- Recycling of printer cartridges and IT waste (Green IT).
- Reduction of packaging waste with a major customer by using returnable packaging.
- Recycling of all undecorated glass waste.
- Implementation of the "Universal Waste Management Program" started with batteries and light bulbs. This effectively eliminates unnecessary waste.
- Recycling of all packaging from the sorting area.
- Commissioning of an independent study to assess waste streams to determine recycling opportunities (e.g. stretch film).
- Use of internally recovered manufacturing scraps in the composition of glass.

REDUCED IMPACT ON WATER

- Water piping enabling the use of recycled water for cullet cooling.
- Installation of numerous water meters to better control the consumption of each process.
- Installation of a tank and pumping system to recycle the water we use to cool the seals of the oxygen production station pumps (representing a saving of 51m³ per day).

COMMUNICATION

- Annual employee training on the environmental issues involved in our activities.

MANAGEMENT

- Confirmation of ISO 140001 certification.
- Efforts to obtaining ISO 50001 certification by the end of 2022.
- Annual audit of the Risk Assessment Department.

VERESCENCE SPARTA
United States

QUALITY OF SERVICE AND COMPETITIVENESS

- Installation of video systems for the decoration lines.
- Automatic buckling stations for 2 decoration lines.
- Robot on 2 decoration lines to pass the bottles from the machine to the lehr.

OPTIMIZING THE ENVIRONMENTAL IMPACT OF OUR PROCESSES

ENERGY CONSUMPTION AND REDUCTION OF CO2 EMISSIONS

- Energy audit focused on the use of gas.
- Reduced energy consumption by using organic components instead of ceramics for decorations.
- Measures for reducing energy consumption: 2021, reduction in electricity consumption:
 - Air leak detection and repair.
 - Optimizing the use of lehrs.
 - Replacement of lighting with LED bulbs.

POLLUTION REDUCTION (AIR, WATER, EMISSIONS)

- Project to renovate the lacquering lines:
 - Improvement of the air filtration system.
 - Improvement of the air circulation system.

WASTE AND END OF LIFE

- Recycling of all undecorated glass waste.
- Implementation of the "Universal Waste Management Program" started with batteries and light bulbs. This effectively eliminates unnecessary waste.
- Reuse of decorated glass in the bottle manufacturing process.
- Better use of packaging. Reuse of common packaging between Covington and Sparta.

REDUCED IMPACT ON WATER

— The wastewater treatment plant has been undergone technical inspection and been refurbished to OEM (Original Equipment Manufacturing) standards.

**VERESCENCE
PACIFIC**
South Korea

QUALITY OF SERVICE
AND COMPETITIVENESS

— Visit of the headquarters, comparison of project management procedures.

OPTIMIZING THE
ENVIRONMENTAL IMPACT
OF OUR PROCESSES

**ENERGY CONSUMPTION
AND REDUCTION OF
CO2 EMISSIONS**

— Improvement of the lighting system to reduce consumption (replacement by LED bulbs, installation of lighting with motion detectors).
— Installation of a turbocharger in the wastewater treatment plant to improve energy efficiency.
→ The biological treatment process implemented in the wastewater treatment plant has reduced electricity consumption by approximately 18%.
→ Average electricity consumption per month from January to August 2021 (34,868 kW).
→ Average electricity consumption per month from September 2021 to March 2022 (28,546 kW).
— Reduced energy consumption through the system's climate control programmer and temperature control.
— Replacement of high efficiency boilers to reduce energy consumption.

**POLLUTION REDUCTION
(AIR, WATER, EMISSIONS)**

— Agreement reached with the Chungnam provincial government to take measures to reduce NOx emissions and to plant trees in factories.
— Monthly measurement of water and air quality to manage pollutant

emissions.

— Installation of an activated carbon tower in the development room to reduce VOC emissions.

WASTE AND END OF LIFE

— Improved treatment of wastewater plants to reduce the sludge they produce.
→ Wastewater volume increased by 30%, but sludge production decreased by 29%.
→ Wastewater (2020: 75,713 tons; 2021:98,623 tons).
→ Sludge (2020: 523.8 tons; 2021:371.99 tons).
— Reuse of lacquered bottles to reduce glass waste.
→ 30% reduction in glass waste.
→ Glass waste (2020: 403.93 tons; 2021:283.56 tons).
— Improvement of the coating process to reduce the frequency of activated carbon replacement, with a view to reducing the production of activated carbon waste.
→ Replacement frequency (26→19), 30% reduction in activated carbon waste.
→ Activated carbon waste (2020: 126.73 tons; 2021:88.5 tons).

REDUCED IMPACT ON WATER

— Installation of an additional flow meter to control water consumption.
— The old flow meter has been calibrated to improve its accuracy.

COMMUNICATION

— Communication concerning waste sorting and disposal.

MANAGEMENT

— Regular checks.
— Confirmation of ISO 140001 certification.



GRI EQUIVALENCE TABLES

VERESCENCE HAS SET OUT ITS STRATEGY AND REPORTING IN ACCORDANCE WITH THE PRINCIPLES OF THE GRI (GLOBAL REPORTING INITIATIVE) IN ORDER TO ENSURE THE COMPLETENESS OF ITS APPROACH. BELOW, YOU WILL FIND THE EQUIVALENCE TABLE TO ASSESS THE COMPLIANCE OF OUR CSR REPORT WITH THE CORE CRITERIA DEFINED BY THE GRI (CF. GRI-G4).

NO.	GRI INDICATORS	EQUIV.	SECTION/COMMENTS
102	GENERAL DISCLOSURES		
102-1	Name of the organization	▼	Cover page
102-2	Activities, brands, products and services: description of the organization's activities, brands, products, and services	▼	About Verescence
102-3	Location of the organization's headquarters	▼	About Verescence
102-4	Location of operations: number of countries where the organization operates, names of countries where the organization has significant operations or operations that are specifically relevant to this report	▼	About Verescence
102-5	Nature of ownership and legal form	▽	-
102-6	Markets served: geographic location of markets, sectors served, and types of customers and users/consumers	▼	About Verescence
102-7	Scale of the organization: number of employees, information about operations, sales, capitalization and sales of products	▼	About Verescence Value chain
102-8	Information about employees and other workers: employees by type of employment contract (permanent/temporary), gender, region, full time/part time, and whether a substantial portion of the organization's work is performed by workers who are not employees of the organization	▼	About Verescence Value chain
102-9	Supply chain: including the organization's main structure for the activities, brands, products and services	▼	Value chain
102-10	Significant changes regarding the organization's size, structure, ownership, or its supply chain (change in the location of operations, main suppliers, or the share capital structure)	▼	Three-pillar CSR strategy and governance
102-11	Approach to the precautionary principle	▽	-
102-12	External initiatives (list of CSR charters, principles, or other initiatives that the organization endorses)	▼	Three-pillar CSR strategy and governance

NO.	GRI INDICATORS	EQUIV.	SECTION/COMMENTS
102-13	Membership of associations (list of memberships of international industry associations or organizations or other associations or organizations incorporating CSR issues)	▼	Three-pillar CSR strategy and governance
102-14	Statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of CSR to the organization and the strategy developed	▼	Editorial
102-16	Values, principles, standards, and norms of behavior	▼	Editorial
102-18	Governance structure of the organization, including committees of the highest governance body and their CSR responsibilities	▼	Governance & sustainable performance system
102-40	List of the Group's stakeholders	▼	Value chain
102-41	Collective bargaining agreements: percentage of employees covered by collective bargaining agreements	▼	100% of employees covered by collective bargaining agreements in all countries where the legal framework allows
102-42	Collective bargaining agreements: percentage of employees covered by collective bargaining agreements	▽	-
102-43	Approach to stakeholders: the organization's approach to stakeholders, including frequency of engagement and specific commitments made for each stakeholder group	▽	-
102-44	Key topics that have been raised through stakeholder engagement: including how the organization has responded to those key topics and the stakeholders concerned	▼	-
102-45	Entities included in the organization's consolidated financial statements: including reasons justifying exclusion	▼	-
102-46	Report content and boundaries: process for defining the report content and the Aspect Boundaries	▼	Value chain
102-47	List of material Aspects identified in the process for defining report content	▼	Value chain
102-48	Review of previous statements: the reasons for and effects of restatements of information provided in previous reports	▼	Clarification on the definition of our main key indicators (cf. Methodology Note): consistency with the values reported in 2019
102-49	Changes in reporting: significant changes from the previous year in the list of material Aspects and report content	▼	Acquisition of Pacificglas in February 2021 (renamed Verescence Pacific), company taken into account in this reporting for the period from January 1 to December 31, 2021
102-50	Reporting period	▼	2021 calendar year
102-51	Date of the most recent previous report (if any)	▼	July 2021
102-52	Reporting cycle	▼	Annual
102-53	Contact point for questions regarding the report or its contents	▼	Contact us
102-54	Reporting statements in accordance with GRI standards: this report has been prepared in accordance with GRI standards: Core or Comprehensive	▼	GRI Equivalence Table (Global Reporting Initiative) Core criteria (cf. GRI-G4)
102-55	GRI Equivalence Table	▼	GRI Equivalence Table (Global Reporting Initiative). Core criteria (cf. GRI-G4)
102-56	External assurance: description of the organization's approach with regard to seeking external assurance for the data in the report (if the report has been externally assured, and the External Assurance Report, if any)	▼	Reasonable assurance opinion issued by KPMG

NO.	GRI INDICATORS	EQUIV.	SECTION/COMMENTS
	SPECIFIC DISCLOSURES		
20	ECONOMIC		
201	Economic performance		
201-1	Direct economic value generated and distributed	▼	Value chain: financial resources and impacts
204	Procurement practices		
204-1	Proportion of spending on local suppliers	▼	Act for Society: 2020 in key figures
205	Anti-corruption		
205-2	Communication and training on anti-corruption policies and procedures	▼	CSR dashboard and 2022 objectives: Act for Society – Business ethics
30	ENVIRONMENT		
301	Materials		
301-2	Recycled input materials	▼	Eco Solutions: 2020 in key figures
302	Energy		
302-3	Energy intensity	▼	Eco Solutions: optimisation de l'impact environnemental de nos process Chaîne de valeur : capital environnement
302-4	Reduction of energy consumption	▼	Eco Solutions: optimizing the environmental impact of our processes Value chain: environmental assets
303	Water		
303-1	Total water withdrawal by source	▼	Value chain: environmental assets CSR dashboard and 2022 objectives Eco Solutions: optimizing the environmental impact of our processes
305	Emissions		
305-4	Greenhouse gas (GHG) emissions intensity	▼	Value chain: environmental assets CSR dashboard and 2022 objectives Eco Solutions: optimizing the environmental impact of our processes
305-5	Reduction of greenhouse gas (GHG) emissions	▼	Value chain: environmental assets CSR dashboard and 2022 objectives Eco Solutions: optimizing the environmental impact of our processes
306	Effluents and waste		
306-2	Waste by type and disposal method	▼	Value chain: environmental assets CSR dashboard and 2022 objectives Eco Solutions: optimizing the environmental impact of our processes

NO.	GRI INDICATORS	EQUIV.	SECTION/COMMENTS
40	SOCIAL		
401	Employment		
401-1	New employee hires and employee turnover	▼	Value chain: intellectual assets
403	Occupational health and safety		
403-2	Type of injury and rates of injury, occupational diseases, absenteeism, and work-related fatalities	▼	People First: health and safety, Well-being at work and recognition – CSR dashboard and 2022 objectives
404	Training and Education		
404-1	Average hours of training per employee	▼	CSR dashboard and 2022 objectives - People First: skills and careers
404-2	Programs for skills management and programs that assist employees in managing career endings	▼	CSR dashboard and 2022 objectives - People First: skills and careers Act for Society: preserving employment at our sites
405	Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	▼	CSR dashboard and 2022 objectives: People First - Diversity
405-2	Ratio of basic salary and remuneration of women to men	▽	-
407	Freedom of association and collective bargaining		
407-1	Operations and suppliers identified in which the right to collective bargaining may be at risk	▼	CSR dashboard and 2022 objectives: Act for society - Responsible purchasing
413	Local Communities		
413-1	Local community engagement, impact assessments, and development programs	▼	Act for Society: preserving employment on our sites
417	Product and Service Labeling		
417-1	Product and service information and labeling requirements	▼	CSR dashboard and 2022 objectives: Eco Solutions - Innovation and eco-design

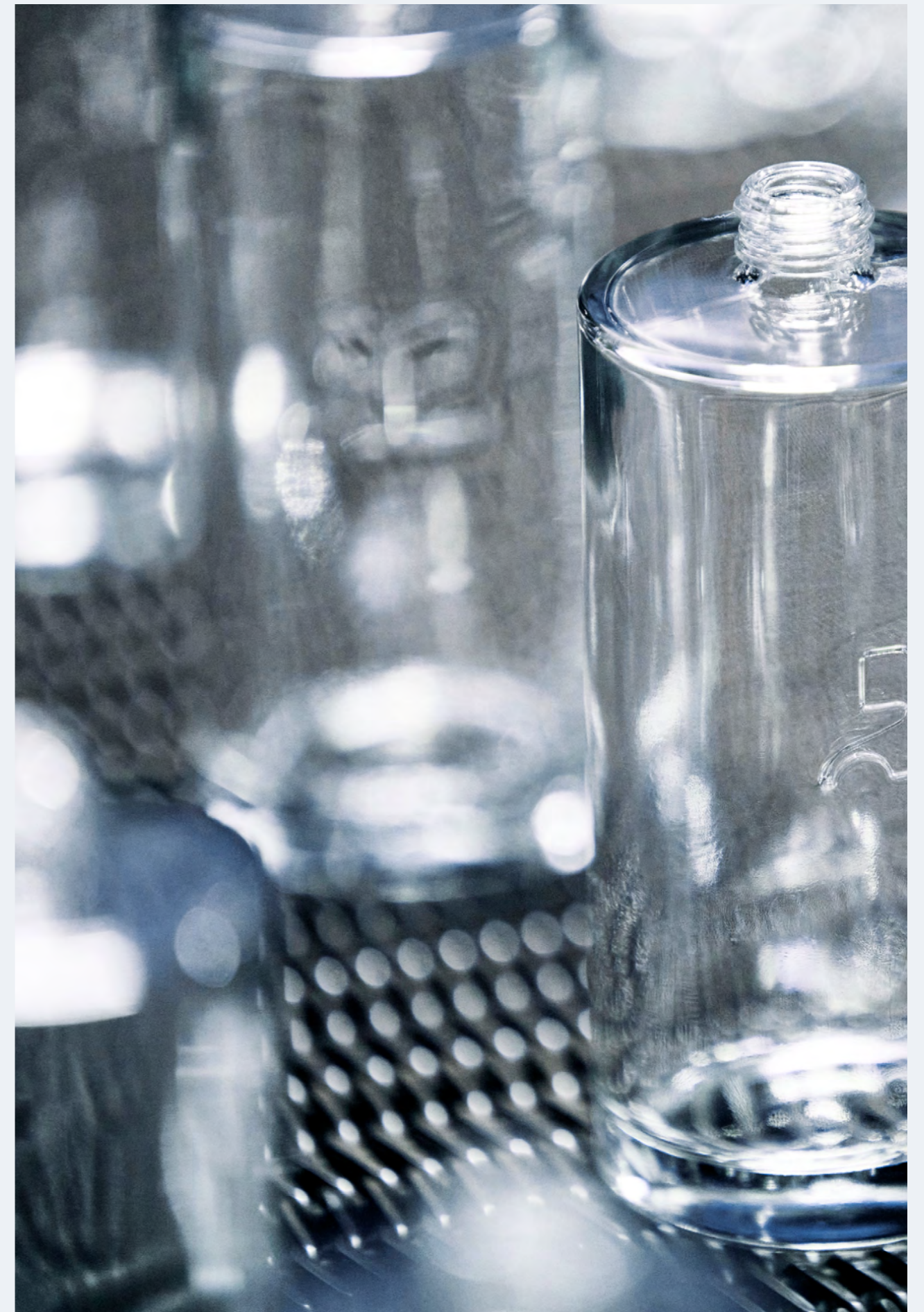
GLOBAL COMPACT EQUIVALENCE TABLE



VERESCENCE HAS JOINED THE GLOBAL COMPACT IN 2018 AND IS COMMITTED TO THE TEN PRINCIPLES. EACH YEAR, THE GROUP ISSUES A COP (COMMUNICATION ON PROGRESS), WHICH IS PUBLISHED ON THE GLOBAL COMPACT WEBSITE.

THIS REPORT CONSTITUTES VERESCENCE'S 2021 COP (2021-2022 DATA).

NO.	TEN PRINCIPLES OF THE GLOBAL COMPACT	EQUIV.	PILLARS AND ASSOCIATED THEMES
	HUMAN RIGHTS		
1	Businesses should support and respect the protection of internationally proclaimed human rights.	▼	People First - Health and Safety
2	Businesses should make sure that they are not complicit in human rights abuses.	▼	Act For Society - Sustainable procurement
	LABOR		
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	▼	People first - Well-being at work and recognition
4	Businesses should contribute to the elimination of all forms of forced and compulsory labor.	▼	Act For Society - Sustainable procurement
5	Businesses should contribute to the effective abolition of child labor.	▼	Act For Society - Sustainable procurement
6	Businesses should contribute to the elimination of discrimination in respect of employment and occupation.	▼	People First - Diversity
	ENVIRONMENT		
7	Businesses should support a precautionary approach to environmental challenges.	▼	Eco Solutions - Optimizing the environmental impact of our processes
8	Businesses should undertake initiatives to promote greater environmental responsibility.	▼	Eco Solutions - Optimizing the environmental impact of our processes
9	Les entreprises sont invitées à favoriser la mise au point et la diffusion de technologies respectueuses de l'environnement.	▼	Eco Solutions - Innovation and eco-design
	ANTI-CORRUPTION		
10	Businesses should work against corruption in all its forms, including extortion and bribery.	▼	Act For Society - Business ethics



INDEPENDENT THIRD PARTY REPORT (KPMG)

REPORT BY ONE OF THE STATUTORY AUDITORS, APPOINTED AS INDEPENDENT THIRD PARTY, ON THE CONSOLIDATED NON-FINANCIAL STATEMENT. For the year ended 31 December 2021

To the Board of Directors',

In our capacity as Statutory Auditor of your company (hereinafter the "entity") appointed as independent third party, and accredited by the COFRAC under number 3-1049¹, we have undertaken a limited assurance engagement on the historical financial information (actual or extrapolated) of the consolidated non-financial statement, prepared in accordance with the entity's procedures (hereinafter the "Guidelines"), for the year ended the 31th of December 2021 (hereinafter, respectively, the "Information" and the "Statement"), voluntarily released by the Group pursuant to the requirements of Articles L. 225 102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code (Code de commerce).

At the request of the entity, we conducted works designed to express a reasonable assurance conclusion on the information selected by the entity and identified by the sign √.

REASONABLE ASSURANCE CONCLUSION ON A SELECTION OF NON-FINANCIAL INFORMATION

Based on the procedures performed, as set out in the "Nature and scope of our work" and "Nature and scope of additional work on the information selected by the entity and identified by the sign √" sections of this report, and the evidences collected, the information selected by the entity and identified with the symbol √ in the Statement has been prepared, in all material respects, in accordance with the Guidelines.

LIMITED ASSURANCE CONCLUSION

The evidence related to the result of the indicator "Rate of deployment of professional mapping" could not be provided to us within the deadline for validation of the Declaration.

Based on the procedures performed, as set out in the "Nature and scope of our work" section of this report, and the information collected, with the exception of the items described above, nothing has come to our attention that causes us to believe that the Statement is not presented in accordance with the applicable regulatory requirements and that the Information, taken as a whole, is not presented fairly in accordance with the Guidelines, in all material respects.

PREPARATION OF THE STATEMENT

The absence of a commonly used

generally accepted reporting framework or a s established practices on which to draw to evaluate and measure the Information allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time.

Consequently, the Information needs to be read and understood together with the Guidelines, the main elements of which are presented in the Statement (or available on request from the entity's registered office).

INHERENT LIMITATIONS IN PREPARING THE INFORMATION

The Information may be subject to inherent uncertainty because of incomplete scientific and economic knowledge and the quality of external data used. Some information is sensitive to methodological choices, assumptions and/or estimates used for their preparation and presentation in the Statement.

RESPONSIBILITY OF THE ENTITY

The Board of Directors is responsible for:

- Selecting or establishing suitable criteria for preparing the Information ;
- Preparing a Statement in accordance with legal and regulatory requirements, including a presentation of the business model, a description of the main extra-financial risks, a presentation of policies applied to mitigate these risks and the outcomes of those policies, including key performance indicators ;

— Implementing internal control over information relevant to the preparation of the Information that is free from material misstatement, whether due to fraud or error. The Statement was prepared by applying the entity's Guidelines as mentioned previously.

RESPONSIBILITY OF THE STATUTORY AUDITOR, APPOINTED AS INDEPENDENT THIRD PARTY/INDEPENDENT THIRD PARTY

On the basis of our work, our responsibility is to provide a report expressing a limited assurance conclusion on:

- The compliance of the Statement with the requirements of Article R. 225-105 of the French Commercial Code;
 - The fairness of the historical financial information (actual or extrapolated) provided in accordance with Article R.225-105-I(3) and II of the French Commercial Code concerning action plans and policy outcomes, including the key performance indicators on the main risks.
- As it is our responsibility to provide an independent conclusion on the Information as prepared by Management, we are not authorised to help prepare said Information, as that could compromise our independence. At the request of the entity and outside of the scope of certification, we may express reasonable assurance that the information selected by the entity, presented in the appendices, and identified by the symbol √ has been prepared, in all material respects,

in accordance with the Guidelines. However, it is not our responsibility to comment on the entity's compliance with other applicable legal and regulatory requirements, nor the compliance of products and services with the applicable regulations.

REGULATORY PROVISIONS AND APPLICABLE PROFESSIONAL GUIDANCE

We performed our work described below in accordance with the provisions of Articles A. 225 1 and following of the French Commercial Code, the professional guidance issued by the French Institute of Statutory Auditors (Compagnie nationale des commissaires aux comptes) relating to this engagement and International Standard on Assurance Engagements 3000 (Revised)²

OUR INDEPENDENCE AND QUALITY CONTROL

Our independence is defined by the provisions of Article L. 822-11-3 of the French Commercial Code and the French Code of Ethics (Code de déontologie) for statutory auditors. Our firm maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with applicable legal, regulatory and ethical requirements and the professional guidance issued by the French Institute of Statutory Auditors relating to this engagement.

MEANS AND RESOURCES

Our work was carried out by a team

of five people between April and July 2022 and took a total of four weeks. We were assisted in our work by our specialists in sustainable development and corporate social responsibility. We conducted some interviews with the people responsible for preparing the Statement.

NATURE AND SCOPE OF OUR WORK

We planned and performed our work to address the areas where we identified that a material misstatement of the Information was likely to arise. We believe that the work carried out, based on our professional judgement, is sufficient to provide a basis for our limited assurance conclusion:

- We obtained an understanding of all the consolidated entities' activities, and the description of the principal risks associated;
- We assessed the suitability of the criteria of the Guidelines with respect to their relevance, completeness, reliability, neutrality and understandability, with due consideration of industry best practices, where appropriate;
- We verified that the Statement includes each category of social and environmental information set out in article L. 225-102-1 III;
- We verified that the Statement provides the information required under article R. 225-105 II of the French Commercial Code, where relevant with respect to the principal risks, and includes, where applicable, an explanation for the absence of the information required under article L. 225-102-1 III, paragraph 2 of the French Commercial Code;

¹ Accreditation Cofrac Inspection, number 3-1049, scope available at www.cofrac.fr

² ISAE 3000 (Revised) - Assurance Engagements Other Than Audits or Reviews of Historical Financial Information

— We verified that the Statement presents the business model and a description of principal risks associated with all the consolidated entities' activities, including where relevant and proportionate, the risks associated with their business relationships, their products or services, as well as their policies, measures and the outcomes thereof, including key performance indicators associated to the principal risks;

— We referred to documentary sources and conducted interviews to:

- assess the process used to identify and confirm the principal risks as well as the consistency of the outcomes, including the key performance indicators used, with respect to the principal risks and the policies presented;
- corroborate the qualitative information (measures and outcomes) that we considered to be the most important presented in Appendix. Concerning certain risk³, our work was carried out on the consolidating entity, for the other risks, our work was carried out on the consolidating entity and on a selection of entities⁴.

— We verified that the Statement covers the scope of consolidation, i.e. all the consolidated entities in accordance with article L. 233-16 of the French Commercial Code, within the limitations set out in the Statement;

— We obtained an understanding of internal control and risk management procedures the entity has put in place and assessed the data collection process to ensure the completeness and fairness of the Information;

— For the key performance indicators and other quantitative outcomes that we considered to be the most important, as presented in Appendix, we implemented:

- analytical procedures to verify the proper consolidation of the data collected and the consistency of any changes in those data;
- tests of details, using sampling techniques, in order to verify the proper application of the definitions and procedures and reconcile the data with the supporting documents. This work was carried out on a selection of

contributing entities and covers 23% of the consolidated data selected for these tests;

We assessed the overall consistency of the Statement based on our knowledge of all the consolidated entities.

The procedures performed in a limited assurance engagement are less in extent than for a reasonable assurance engagement performed in accordance with the professional guidance issued by the French Institute of Statutory Auditors; a higher level of assurance would have required us to carry out more extensive procedures.

NATURE AND EXTENT OF ADDITIONAL WORK ON THE INFORMATION SELECTED BY THE ENTITY AND IDENTIFIED BY THE SIGN ✓

With regard to the information selected by the entity, presented in the appendix and identified by the symbol ✓ in the Statement, we conducted the same work as described in the paragraph "Nature and scope of our work" above for the Information considered to be the most important, but in a more in-depth manner, in particular with regard to the number of tests.

The selected sample accounts for between 23% and 100% of the information identified by the symbol ✓.

CONCLUSION

We believe that our work is sufficient to provide a basis for our reasonable assurance opinion on the information selected by the entity and identified by the ✓.

Paris-La Défense, on 21 July 2022

KPMG S.A.
Fanny HOULLIOT
 Partner
 Sustainability Services
Philippe CHERQUI
 Partner

³ Employee health at work, Working conditions, Adaptability to different cultures, Social dialogue, Employee motivation and commitment, Improving energy efficiency, Eco-design, Optimizing product quality, Using recycled materials and optimizing glass recycling channels, Cybersecurity, Boosting the local industrial and economic fabric, Business integrity, CSR commitment of our partners, Personal data protection, Ensuring and optimizing the level of customer service

⁴ Verescence Mers-les-Bains (France), La Granja (Spain), Verescence Pacific (Korea)

Appendix

QUALITATIVE INFORMATION (ACTIONS AND RESULTS) CONSIDERED MOST IMPORTANT

<ul style="list-style-type: none"> — Dispositions for the protection and safety of employees — Skills management and employee training policy — Collective agreements signed in 2021 — Measures taken to promote gender equality and related results — Measures taken to optimise energy consumption and water resources — Certification of the energy management system — Deployment of the Verescence Sustainable Performance System — Innovation and eco-design initiatives — Actions in favour of local economic development — Business ethics systems — CSR criteria considered in contracting with suppliers — GDPR treatment register
--

KEY PERFORMANCE INDICATORS AND OTHER QUANTITATIVE RESULTS CONSIDERED MOST IMPORTANT

LEVEL OF ASSURANCE

Key Performance Indicators and Other Quantitative Results Considered Most Important	Level of Assurance
Social indicators	
Lost time accident frequency rate (TFI)	Reasonable
Investments allocated to improving working conditions and EHS initiatives vs. Total Investments	Reasonable
Number of trained employees vs. Number of employees	Reasonable
Number of employees enrolled in training courses eligible to obtain a professional qualification certificate or to validate the foundations of professional know-how and skills	Reasonable
Percentage of female managers	Reasonable
Percentage of female recruits	Reasonable
Absenteeism rate	Moderate
Rate of deployment of career mapping	Moderate
Societal indicators	
High-risk employees trained and qualified on corruption risks vs. Total workforce*	Reasonable
Number of employees trained to cybersecurity	Reasonable
Local purchases vs. Purchasing volume	Reasonable
Number of suppliers that have signed the CSR Charter vs. Number of suppliers listed on the Verescence CSR 1 panel (suppliers with a significant effect on Verescence's CSR impact)*	Reasonable
Customer complaint rate	Reasonable
On Time Full delivery rate (OTIF)	
Minimum PCR glass content in "glass Infini" 40" and "glass Infini" 20" sold	Reasonable
Number of commercial offers issued and accompanied by an LCA	Reasonable
Annual change in the number of bottles made from post-consumer recycled glass (PCR)	Reasonable
Water withdrawal per metric ton of glass	Reasonable
Recycled water vs. Water needs	Reasonable
Water consumption vs. Water needs	Reasonable
CO2 emissions Scope 1 and Scope 2 per ton of glass drawn	Reasonable
Waste recycling rate	Reasonable
Total quantity of waste per ton of glass drawn	Reasonable
NOx emissions for glass manufacturing sites	Reasonable
SOx emissions for glass manufacturing sites	Reasonable
Fine particle emissions for glass manufacturing sites	Reasonable

* For these indicators, data verified excluding Verescence Pacific

PARA CUALQUIER CUESTIÓN
RELATIVA A LOS ELEMENTOS
DE ESTE INFORME, PÓNGASE
EN CONTACTO CON:

Alain THORRÉ

Director de RSC

alain.thorre@verescence.com

Christophe DHAENE

Responsable de RSC/HSE del Grupo

christophe.dhaene@verescence.com

VERESCENCE

Sede

49-51 quai de Dion Bouton

92800 Puteaux

SIGA A VERESCENCE EN LAS REDES
SOCIALES PARA ESTAR AL DÍA
DE TODAS NUESTRAS NOTICIAS DE
ACTUALIDAD.



© Créditos de imágenes

Banco de imágenes de Verescence

François Jorez

Guillaume Crochez

Shehan Hanwellage

Anne Soullez

Lionel Guericolas

Francisco Arroyo

Lancôme

Diseño gráfico

Lili T. DESIGN

Julio 2022

MADE OF GLASS AND PASSION.



verescence.com