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HEXIS S.A.S

Z.I. Horizons Sud
34110 Frontignan
France

Because HEXIS is part of a dynamic of continuous improvement and operational excellence, our company has chosen this year to upgrade its CSR policy in order to come closer to the standards stipulated by Article 116 of the law on new economic regulations of the 2001 New Economic Regulations Act (NRE), although although our company is not subject to this law. Our desire to move towards a "comprehensive QSE / CSR" report reaffirms HEXIS's ambition to be transparent to its stakeholders on the challenges facing the plastics industry, the answers it provides, the objectives it has set itself and finally, its approach to progress.

CSR POLICY AND CHOICES

We all have a role to play in addressing the challenges of our society, both as individuals but also as organisations. The industry of tomorrow must reconcile a local and international presence, and a sustainable production of useful and not superfluous goods.

Times of crisis often contribute to bringing us back to the essential. More than ever, we are confirmed in the orientation that has been given to the company over the years. That of an industrial vision that is local, anchored in the territories, from where we are developing our international ambition for exports.

Territorial solidarity is an integral part of what we call societal innovation. Positive trends often stem from listening to others, from an interest in what ties people together in a given society and in the purpose that brings us together and motivates our action in the service of one another and the world.

The combination of innovation, new technologies and industrial know-how must remain deeply linked to a logic of sustainable development. It is a virtuous circle that is placed at the heart of the corporate mission and which brings us together around the fundamental values that are humanism, innovation, commitment and customer satisfaction.

Thus, our customers expect from us a responsible and sustainable approach to all together produce and consume better. In order to provide an ambitious response to this aspiration, and one which commits us strongly in the long term, HEXIS has adopted the mission of offering its customers an «informed choice». This means not only providing the best offer of products and services, transparent information and expert advice, but also guaranteeing the highest ethical standards in the conduct of our business model.

In view of the exchanges with our internal and external parties, it has become imperative to include a CSR strategy in our management system.

Our CSR policy is structured around 4 key issues and therefore 4 fields of action. In a context of very strong evolution of the professions and modes of consumption, the development of the commitment and skills of our employees on the one hand, and the support offered to our customers towards a more responsible consumption on the other hand, constitute our priorities. A managerial approach based on risks and opportunities has enabled HEXIS to integrate CSR concerns more easily into our processes.

Our role is to offer our customers tomorrow's products and services, but also to mobilise our employees, customers, suppliers and other stakeholders to work towards a more responsible industry.

At HEXIS, one word is king: **transparency**.

We are constantly looking for improvements in our CSR approach. To do this, it is crucial for HEXIS to monitor its entire supply chain. Through these policies, you can explore online certain topics that are important in our management system.

You will find all our policies and codes in the links below:

DOCUMENTATION

[SDG document](#)

[Responsible purchasing policy](#)

[Supplier code of conduct](#)

[Internal code of conduct](#)

[Water management policy](#)

[Anti-corruption policy](#)



CERTIFICATIONS AND EXTERNAL EVALUATIONS



Renewal of the Qualiopi certification awarded for HEXIS training courses in 2022.



In 2023 HEXIS participated in the EcoVadis assessment and obtained a score of 70/100, which is equivalent to a gold medal.



HEXIS has been ISO 9001 certified since June 2005. This standard certifies the implementation of a quality management system within the company.



HEXIS is certified under the Oeko-Tex label. This label aims to certify the sanitary and environmental qualities of textiles and leathers, guaranteeing the absence of products that are toxic to health and the environment.



In the course of 2022, HEXIS affirmed its ambition to enter the automotive world by certifying the Frontignan site with the IATF 16949 standard.



In the desire for transparency, HEXIS has certified its Kraft liners FSC Mix Credit.



HEXIS has been ISO 14001 certified since July 2020. This standard certifies the implementation of an environmental management system within the company.



The entire production of HEXIS films is guaranteed Made In France. As proof of this, since September 2021 HEXIS is a member of the French Fab.



In April 2022, HEXIS became a signatory to the United Nations Global Compact. This initiative sets targets for sustainable development goals in the Agenda 2030.

In October 2022, HEXIS came in second place in the «CSR team driven by sustainability goals» award.

EDITORIAL

Because HEXIS is part of a dynamic of continuous improvement and operational excellence, our company has chosen this year to upgrade its CSR policy in order to come closer to the standards stipulated by Article 116 of the law on new economic regulations of the 2001 New Economic Regulations Act (NRE), although although our company is not subject to this law.

Our desire to move towards a «comprehensive QSE / CSR» report reaffirms HEXIS's ambition to be transparent to its stakeholders on the challenges facing the plastics industry, the the answers it provides, the objectives it has set itself and finally, its approach to progress.



OUR GROUP

The HEXIS group has been a manufacturer and distributor of self-adhesive films since 1989 and has established itself as a major player in the market for visual communication and surface protection. Its premium Made in France products, its culture of customisation and its ability to innovate and diversify its offer have consolidated its reputation among imaging professionals throughout the world. HEXIS specialises in the production and distribution of high-end PVC, PU and cast films.

Keeping an eye on the market, on the evolution of consumption patterns and the emergence of new needs, our company has been able to diversify its fields of application over the years, backed by its capacity for innovation. It can thus meet all the demands of the market for self-adhesive films.

Self-adhesive media for computer-aided cutting, large-format digital printing substrates, conformable films for full wraps and decoration, films for surface or paint protection, films for textile marking... HEXIS offers more than 1000 different products in its catalogue and launches more than thirty new products every year. The entire production of HEXIS films is guaranteed Made in France. Indeed our company manufactures its rolls in its two factories in Frontignan (Hérault) and Hagetmau (Landes).

It thus guarantees its customers a stable production and assumes a premium market position.

HEXIS is a legacy company that has chosen a system of distribution for its products directly with its BtoB customers, and handles the trading of those it does not manufacture (accessories, displays etc.).

On an international level, the company combines distribution of its products through its subsidiaries and the use of distributors for export. The group achieves 44% of its turnover on the domestic market, 56% on the international market (subsidiaries and Export).

10 SALES AGENCIES

1. Switzerland
2. Australia
3. USA
4. Germany
5. Italy
6. Spain
7. Sweden
8. Denmark
9. French West Indies
10. La Réunion

2 SALES AGENCIES

1. Frontignan (34)
2. Hagetmau (40)

2 PRODUCTION SITES

1. Frontignan (34)
2. Hagetmau (40)

3 SHIPPING AGENCIES

1. Hagetmau (40)
2. Villeurbanne (69)
3. Méry-Sur-Oise (95)



Company first incorporated

1989

Head office

Frontignan - 34

Turnover



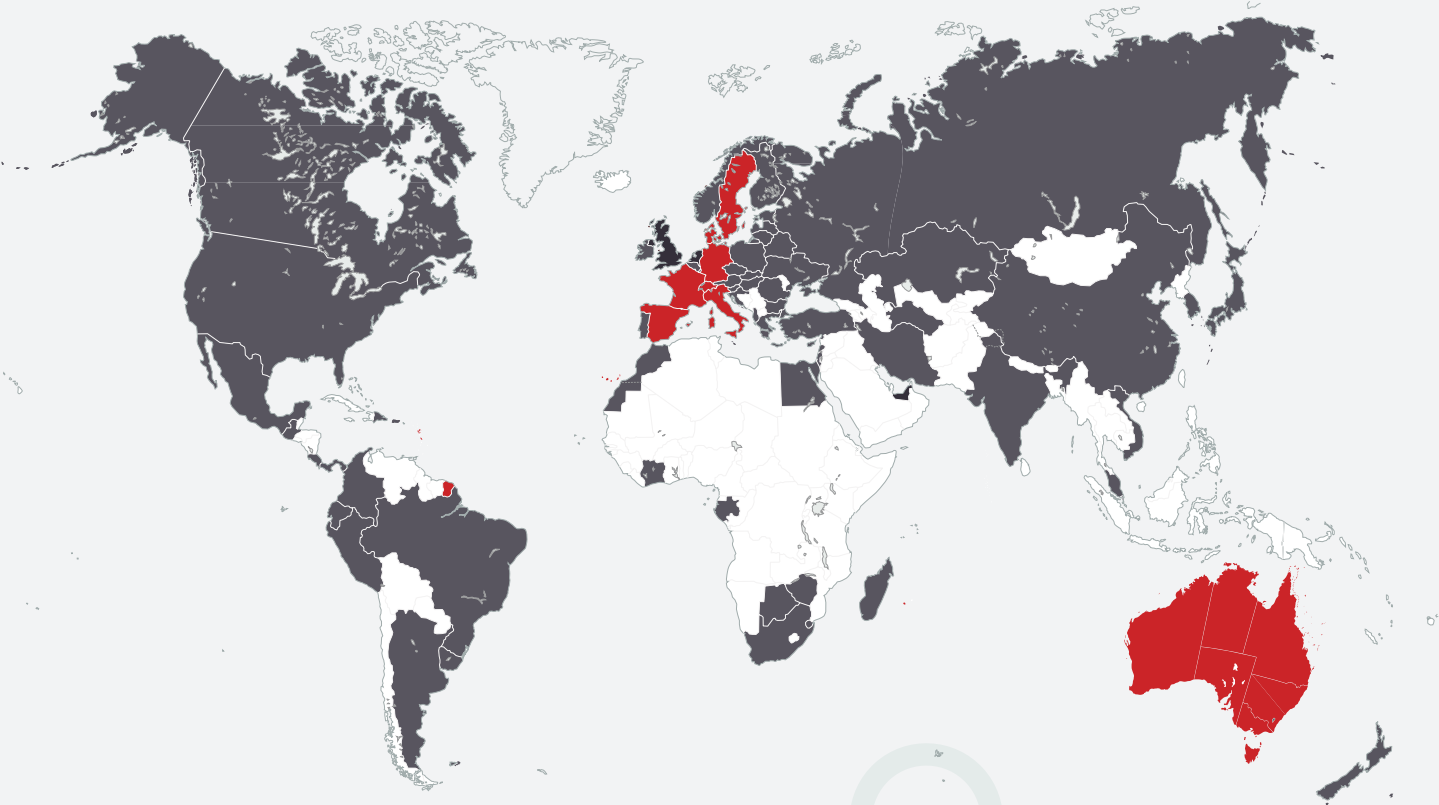
€140
Million




Staff



509
employees of which
354 in France

HEXIS AROUND THE WORLD



-  HEXIS SUBSIDIARY
-  HEXIS DISTRIBUTOR
-  CONTACT : EXPORT@HEXISGROUP.COM

FRANCE
389 employees
2 production sites
2 commercial agencies
3 shipping agencies

SPAIN
2 commercial agencies
31 employees

FRENCH WEST INDIES
26 employees

DENMARK SWEDEN
28 employees

SWITZERLAND
15 employees

REUNION ISLAND
9 employees

USA
9 employees

AUSTRALIA
9 employees

GERMANY
16 employees

ITALY
14 employees

STRENGTHS 2022

New key partnership:

Accession to the United Nations Global Compact with the 17 sustainable development goals.

Investments:

- 2,5 % in R&D
- 0,3 % in sponsorships
- € 17 million: modernisation of the sector

New key projects:

- Purchase of shading solar panels
- Recycling programme for end pieces, liners and PVC.



OUR COMMITMENTS





Anticipate, meet customer expectations and requirements.

Be seen by investors as a profitable and growing company.



Involve staff in our quality approach.

Participate in the development of French industry.



Innovate and evolve together towards a more responsible industry



Bringing together the working conditions for everyone to achieve their full potential



Promote sport in the workplace.

Reduce the factors of hardship at work.



Ensuring safer working conditions in all our activities.

Facilitate internal and external communication.



UNITED NATIONS GLOBAL COMPACT

In order to best progress in its CSR strategy and its environmental approach, HEXIS joined the United Nations Global Compact in April 2022.

Joining this programme means adopting the 17 Sustainable Development Goals (SDGs) of the Agenda 2030 which concern human rights, the fight against climate change and the fight against discrimination.

Although all the SDGs are of major importance, it was essential to prioritise certain areas in order to effectively achieve the previously defined objectives.

In order to set concrete objectives and actions, we have therefore selected and prioritised these objectives according to our level of CSR maturity and our industry sector. As a result, we defined eight priority SDGs and four secondary SDGs.



PRIORITY SUSTAINABLE DEVELOPMENT GOALS



Promoting the well-being of all



Reduce inequalities



Achieve full gender equality



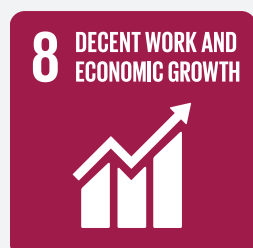
Build sustainable consumption and production practices



Reliable, sustainable and modern energy services



Measures to combat climate change and its impact



Steady, shared and sustainable economic growth and decent work for all



Efficient, accountable and inclusive institutions

SECONDARY SUSTAINABLE DEVELOPMENT GOALS



Sustainable management of water resources



Resilient infrastructure and sustainable industrialisation



Resilient and sustainable facilities



Preserve and repair the earth's ecosystems

Our primary and secondary objectives provide the roadmap for meeting the global challenges of the Agenda 2030.

They allow all businesses to have guidelines to follow in order to act together on the main societal, environmental and economic challenges.

To contribute to these objectives, we have drafted a comprehensive roadmap comprising actions and targets to be achieved in the short, medium and long term.

Our investment in the identification of primary and secondary SDGs, in the drafting of the roadmap, in the definition of indicators, and in the action management has been preponderant.



REDUCE ENVIRONMENTAL IMPACT SIGNIFICANTLY AND SUSTAINABLY

Minimising our environmental footprint:

HEXIS aims to control the impact of its activities on the major issue of climate change. We therefore closely monitor our energy consumption at our various sites. The reduction of our environmental impact is achieved through 3 avenues: the reduction of our carbon impact (GHG), the reduction in emissions of volatile organic compounds (VOCs), and reducing our energy consumption, while promoting alternative energy sources.

In 2022, HEXIS initiated its transition to renewable energy

- HEXIS has made the choice to direct its investments towards solutions that can respond to societal issues, by developing a solar panel shading project for its Frontignan site which will be deployed in the first quarter of 2023. This technology provides access to autonomous and green energy.
- Furthermore, electric charging stations for cars and scooters are planned to encourage more responsible travel. This measure is an integral part of the urban mobility plan implemented by SETE AGGLOPOLE MEDITERRANNEE. With the solar panel shading and charging stations, 55,115 kWh are saved per year.
- We have also implemented a programme to replace our lighting with LEDs, with the objective of reducing our electricity consumption.
- In 2022 HEXIS launched its end piece recovery programme. These are reused on our production lines. In 2022 13,000 end pieces were collected and reused.

OBJECTIVE 2024 - 08J
224

Solar panel shading and electric charging stations will be installed at our second production site in Hagetmau in the Landes.

OBJECTIVE 2025 - 08J
225

- Reduce our energy, electricity and gas consumption per m2 of self-adhesive film produced by 5%.
- Raise the awareness of 100% of employees to energy management.
- Purchase a minimum of 5% of green electricity.

CARBON FOOTPRINT

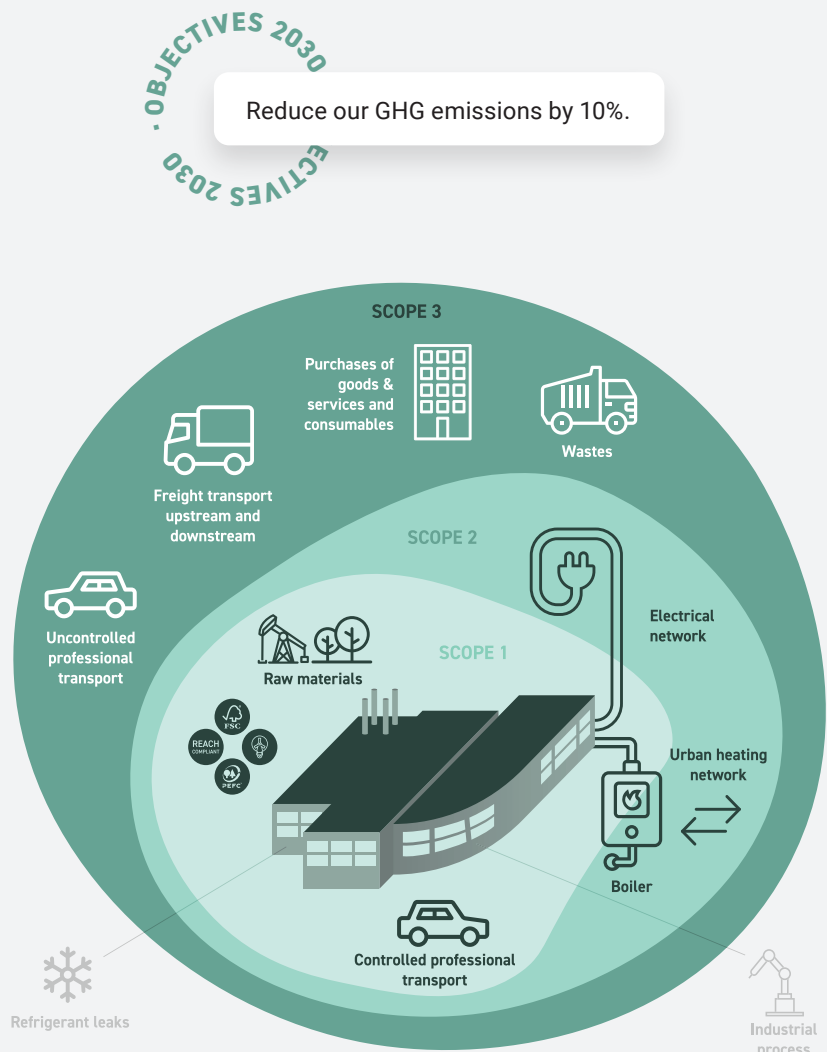
A full carbon footprint is structured in 3 parts, which are called scope:

- Scope 1 includes the so-called direct emissions linked to the manufacture of our product.
- Scope 2 comes from indirect emissions related to the energy consumption required to manufacture the product.
- Scope 3 includes all other indirect emissions, mainly those related to transport.

Keen to improve its environmental footprint, HEXIS has chosen to establish its carbon footprint on the basis of these 3 scopes in order to measure its greenhouse gas emissions (GHG) throughout our value chain. Why? To identify concrete solutions to limit our environmental impact to the fullest. Thus, in 2021 HEXIS France (shipping agencies in Méry-Sur-Oise and Villeurbanne and the two production sites in Frontignan and Hagetmau), carried out analyses of the GHG emissions linked to its activity on the two production sites. This evaluation was carried out on all direct and indirect sources of emissions, upstream and downstream of production (scopes 1, 2 and 3), taking 2019 as the reference year for our activity (the year 2020 being disrupted by the health crisis).

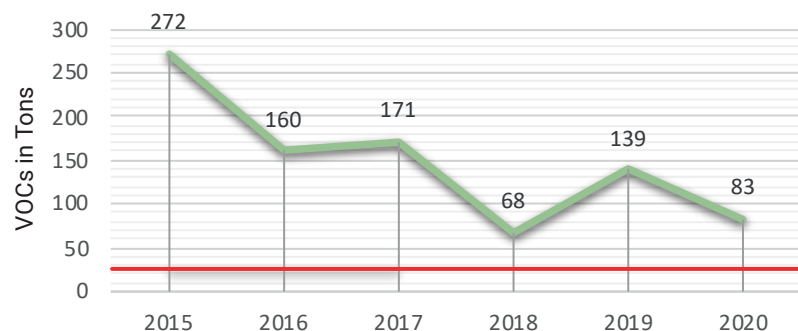
Being below the mandatory regulatory criteria, HEXIS has therefore chosen to develop its carbon footprint as part of a strategy of continuous improvement.

An update of our SCOPE 3 carbon footprint will be carried out in 2023 by developing the results by HEXIS product range in order to optimise the results. The year 2022 will be defined as the reference year.



In 10 years, HEXIS' commitments have enabled us to significantly reduce our environmental footprint by a significant reduction in atmospheric emissions from 272 ton of VOCs

in 2015 to 82 tons of VOCs in 2020. While production is increasing, VOC emissions have fallen by almost 3.3 times in 5 years.



Summary of total VOC emissions over 5 years in Frontignan and Hagetmau

ZOOM

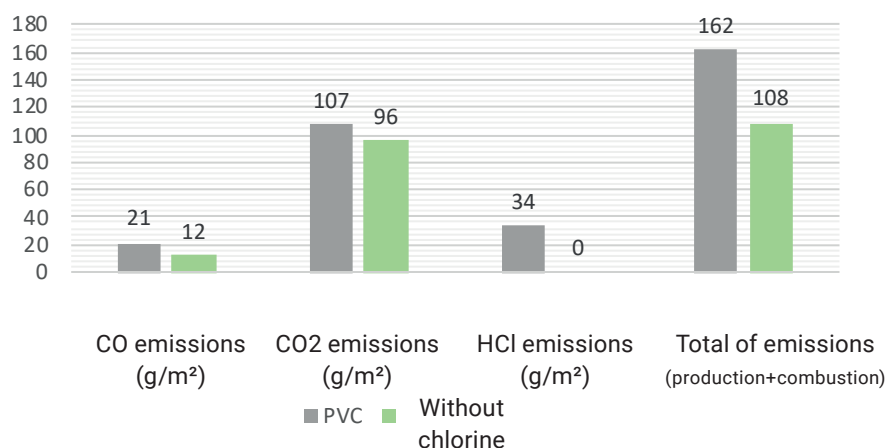


HEXIS invests 2.5% of its turnover to Research & Development each year. Our team of chemists is constantly improving the formulations of our products and innovate to develop the products of tomorrow.

In 2010, their discoveries led to the launch of “green” cast films, free of PVC (polyvinyl chloride) and without plasticisers films that promote more responsible production. PVC-free products use a water-based emulsion thus reducing the amount of solvent used in production by 85%, while simultaneously achieving durability equivalent to that of their PVC counterparts.

The comparative analysis of gas emissions between a so-called classic film (S5001) and one from the “free PVC” range (A5001) shows that the total emissions are reduced by more than 30%.

Comparative analysis of gas emissions between films
PVC and without chlorine:

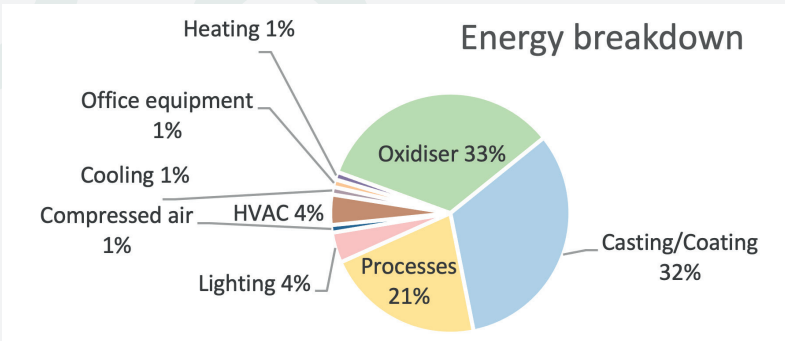


BE AN EXEMPLARY INDUSTRIAL COMPANY IN TERMS OF ENERGY CONSUMPTION

Reduce our energy consumption and contribute to the deployment of renewable energy solutions with a view to combating climate change.

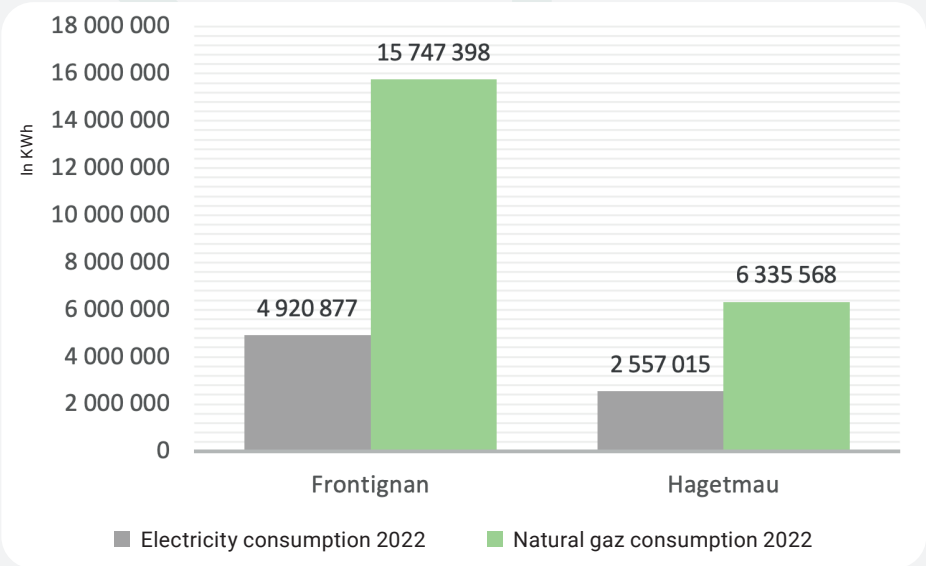
The overall energy balance for 2022 gives us an annual consumption of 29.561GWh.

The breakdown of this energy consumption can be seen below; it can be noted that the majority of that energy is used in the production process.



OBJECTIVE 2024 - OBJE

- Not to exceed 90 tonnes of atmospheric emissions of Volatile Organic Compounds.
- Raise employee awareness of eco-actions and eco-driving.
- Install presence detectors for lighting in social premises.



In the course of our business, incidents can occur: heat flux leaks, chemical spills... We do everything in our power to eliminate any risk of environmental degradation by taking frequent readings to identify any leaks as quickly as possible.

WATER MANAGEMENT

With regard to the sustainable management of water resources, HEXIS undertakes periodic monitoring of the quality of aqueous discharges as well as monitoring water consumption. A basic report is compiled on our production sites. As such, HEXIS uses very little water for industrial purposes. Water is used exclusively for cleaning purposes and for general use (washrooms). Cleaning water is collected and treated in a regulated system, we therefore do not discharge any Industrial use water.

Furthermore, HEXIS has installed a hydrocarbon separator on the Frontignan and Hagetmau production sites to treat surface water. This separator allows hydrocarbons and other suspended substances to be isolated so as not to impact the environment.

As the head office in Frontignan is close to the Natura 2000 zone - a programme that aims to maintain the biological diversity of the environment while taking into account economic, social, cultural and regional factors in the context of sustainable development - Hexis is all the more attentive to the preservation of the ecosystem and biodiversity.

You can find out more details about our water resources management in our water management policy.

POLLUTION PREVENTION

The core challenge of our EMS is to continue to develop our activities with the permanent concern of integrating and preserving the protected and classified natural sites around which the plant is situated.

In order to make air emissions monitoring more reliable and assess the impact of the company's activities, HEXIS is a member of ATMO OCCITANIE as part of a air quality monitoring programme. This membership attests to our desire to act in favour of the preservation of air quality.

DEVELOP THE CIRCULAR ECONOMY AT THE HEART OF MANUFACTURING ACTIVITIES

As consumers of raw materials and manufacturers of plastics, we are committed to limiting our generation of waste and improving its recycling and reuse.

As part of the environmental management of our sites, aiming to minimise the impact of our production, one of the objectives at HEXIS is to reduce waste at source, while seeking innovative solutions to emphasise recycling.

The implementation of an H'EQO (Hexis Economy Quality Organisation) plan has allowed us to take sustainable action to reduce our waste from production. This project has therefore allowed us to act directly on the reduction of industrial waste.

In 2020, a scrap rate of 0.48% per m² was recorded for production non-compliances.

OBJECTIVE 2023 - OBJECTIVE 2023

- Install taps with sensors.
- Install water-reducing aerators on existing taps.

OBJECTIVE 2023 - OBJECTIVE 2023

- Scrap rate below 0.45%.

OBJECTIVE 2025 - OBJECTIVE 2025

Train 100% of our employees in sustainable development.

"Sustainable development is now an integral part of the HEXIS strategy. It is now essential to have a vision focused on the future by taking account of the environmental sphere in our operations. The results of our approach are encouraging us to continue along this path. The targets set for 2025 will allow HEXIS to make a leap forward in the environmental sector."

Emma GARAND

Quality and Sustainable Development Engineer Apprentice

Our sustainable development policy meets 5 strategic lines that will shape and guide our ambition in terms of sustainable development.

By capitalising on our history and our dynamic strengths, we are nurturing an environment and energy culture that is federative, responsabilising, action-oriented and encourages initiatives, at all levels and in all functions.

- In 2022, HEXIS proceeded with the purchase of a 6,200 m² agricultural lot which will be used for:
- Eco-pasture
- The installation of beehives
- Planting of fruit trees and endemic Mediterranean species

OBJECTIVE 2024 - OB

Draft an on-site biodiversity policy in collaboration with local associations

OBJECTIVE 2024 - OB

Organize annual meetings between environmental protection associations

MAKE EVERYONE A PLAYER FOR SUSTAINABLE DEVELOPMENT

Carried along by the demands of all interested parties with growing requests around the ideas of sustainability and responsibility, it became obvious to include sustainable development at the centre of our strategy.

In the present context of an environmental and climate emergency, the evolution of our business must evidently focus on the permanent improvement of its environmental impact.

Our strategy is therefore built around the three pillars of sustainable development through our four commitments.



Constantly reducing diffuse atmospheric emissions from our production processes.

Reduce waste while promoting material recovery.



Propose solutions to optimize the end-of-life of our products.

Reduce our energy impact by using just the right amount of energy.



FOCUS ON OUR COMMITMENT NUMBER 1

Significantly and sustainably reduce environmental impact

- Continuously reduce diffuse atmospheric emissions from our production
- Reduce our waste deposits while favouring the recovery of materials
- Offer solutions to optimise the end of service life of our products
- Reduce our energy impact by using just the right amount of energy

In view of the current context, the fight against climate change and against negative externalities are priorities for businesses. HEXIS is committed to a positive and responsible approach with the aim of preserving biodiversity and ecosystems and reducing its environmental impact to a minimum.

To do this, HEXIS has, through its Best Available Technology (BAT) roadmap, fixed precise and complete objectives in the short, medium and long term.

HEXIS is trying to address the major environmental issues: the preservation of nature with the safeguard of biodiversity, the adaptation to climate change, the protection of water and the appropriate development choices.

Our environmental strategy is based around one main objective: to anchor the shift from a linear to a circular economy in our overall strategy.



ACT ETHICALLY AT THE HEART OF OUR TERRITORIES

Promote ethical business conduct and responsible commercial practices

Les questions éthiques et sociétales sont au cœur de nos préoccupations quotidiennes. Nous assurons le respect des critères d'indépendance, d'intégrité et de confidentialité en lien avec notre charte éthique.

Within this framework, HEXIS is committed to:

- Conducting business ethically and fairly
- Observing and ensuring compliance with the fundamental conventions of the International Labour Organisation and the laws and regulations in force
- Guaranteeing the quality and safety of our products
- Protecting the health and safety of our staff

The liner:

HEXIS is committed to responsible purchasing of its raw materials in particular by developing the supply of PEFC / FSC mix credit silicone liners from its suppliers. In 2022, almost 85% of FSC credit mix liners were procured for our different sites.

OBJECTIVE 2023

- Strengthen personal data protection processes in compliance with the RGD
- Establishment of a transparent process on the use of data from interested stakeholders
- Ensure that data is kept for a limited time.

OBJECTIVE 2024

Buy 100% FSC-certified silicone paper

Smart packaging

In the search for solutions to make our packaging more responsible, with the aim of reducing the amount of waste and the ecological impact of our shipments, we have set up three initiatives:

1. To pack our parcels, we use flanges to hold the reels in place. As part of our ethical and environmental approach, over the last two years we've increased our use of biosourced flanges, with nearly 97,000 biosourced flanges purchased in 2020. A biosourced plastic is a plastic made from plant resources, in this case corn, as it is less polluting than plastics made from fossil resources.
2. HEXIS has launched a flange recovery program for its customers. This recovery program takes into account the prioritization of waste treatment methods by encouraging the reuse of flanges.
3. HEXIS uses 81% biobased cardboard in its packaging process for shipping its films. These cartons can be recycled up to four times. This eco-responsible packaging is ideal for protecting our products.

Responsible purchasing

In order to act in the most sustainable and responsible way, it is essential to address the entire supply chain. This is why HEXIS has drafted a more responsible purchasing policy including a code of conduct intended for its suppliers which covers social, economic and environmental concerns.

• OBJECTIVE 2024 •

- Implementation of a paperless policy in the administration offices
- Buy 100% bio-sourced cartons

Becoming a truly professional and responsible company

The highest level of satisfaction for a company is to be a responsible company in its production and consumption and to reach a high level of professionalism. HEXIS is therefore working on this point through several projects.

In order to evaluate the level of responsibility of our company, it is essential to carry out an internal benchmarking of all our suppliers and competitors in order to analyse and work out an action plan for a significant improvement.

Since responsibility does not only come from production but also from consumption, we have carried out an internal CSR risk map on purchasing to put in place the necessary steps.

Proving our commitment

To illustrate its implication and the progress of its actions, HEXIS is committed to publishing a complete CSR report each year, outlining its CSR strategy as well as its future objectives to be reached. In order to be totally transparent in this report, HEXIS makes sure to include total reporting: financial data (turnover, investment etc.), social data (number of hours of training, percentage of women in the workforce, number of people affected by a disability etc.), environmental data (VOC emissions, GHG emissions, kg of CO2 per parcel etc.).

Included in this report are key performance indicators (KPIs) that we monitor closely, with associated objectives.

Another report is essential to communicate our efforts and objectives to our stakeholders: a CPO (Communication on the Progress of our Objectives). This verbatim is the equivalent of a complete roadmap since it contains actions, short/medium and long term dates, a person responsible for each action, as well as key performance indicators. This CPO is based on the Sustainable Development Goals since our joining the United Nations Global Compact.

"Ethics in business is a process that gives substance to the values of the company. This process and its principles are grouped together in an ethical charter that HEXIS passes on to all its employees, at all levels and on all sites, with the aim of guaranteeing compliance with the company's ethical commitments and purpose in their dealings with all stakeholders. The legal department ensures that this charter complies fully with the regulations in force."

Laetitia DIAS
Head of Legal Affairs

Transport and logistics

Optimising the loading of our lorries and the logistics of our inter-site movements (e.g. empty return journeys) helps to reduce our carbon footprint. This is demonstrated in particular by the average tonnage of our heavy goods vehicles.

Haulier carbon footprint

To minimise its carbon footprint, HEXIS wants to favour transport with lower emissions. In 2019, almost 100 tonnes were emitted by the company's partner hauliers (90.5 tonnes of CO2 emitted by Chronopost + 8 tonnes of CO2 emitted by Géodis).

Company policy on transport

In the same context, HEXIS has set up a car-sharing system, a group-wide travel policy and vehicle recharging stations.

• OBJECTIVE 2025 •
Reach 2 kg of CO2 per package (2.115 kg in 2022)

In 2021, the recycling of our IBCs will have avoided the generation* of:

- 38.6 tonnes of steel
 - 15.2 tonnes of plastic materials
 - 85.2 tonnes of CO2 emissions
- *compared with the production of new IBCs

37,5 %
de déchets incinérés

37,2 %
de déchets valorisés

0,1 %
de déchets réutilisés

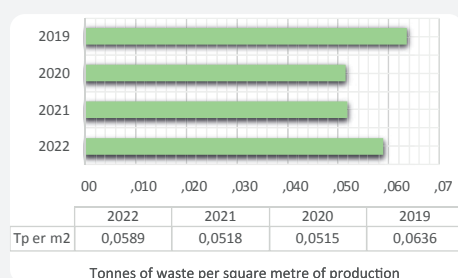
• ACTUAL OBJECTIVES •
ACTUAL OBJECTIVES •

- Negotiation and implementation of a public transport system to the workplace
- Implementation of a sustainable mobility package and a bicycle transport system
- Reduction of transfers between sites
- Preparing a risk map

• OBJECTIVE 2025 •
Increase the percentage of waste recycled by 50%
Increase the percentage of waste reused by 5%

In 3 years, the quantity of scraps per m² of production has fallen by 57%, proof that the efforts made for the implementation of the H'EQO plan are bearing fruit. The H'EQO project notably involves measuring on each production line:

- The consumption of cleaning solvents
- The amount of waste generated
- Quality control of each production



Responsible management of our production waste

We find two types of industrial waste: non-hazardous waste (NHW), which is most often recovered or recycled, and hazardous waste (HW), which is recovered for energy efficiency.

HEXIS pays particular attention to monitoring the hazardous waste that emanates daily from the various production processes. Monitoring, statistical analysis and reduction of this waste are priorities on a daily basis.

Life cycle analysis and circular economy

The aim of the circular economy is to get our products to be used in a more sustainable logic so as to limit their environmental impact throughout their entire life cycle. We are therefore deploying a strategy based on sustainable development through life cycle analysis and the circular economy.



FOCUS ON OUR COMMITMENT NUMBER 2

Act ethically within our territories

- Cooperate with our suppliers for a more sustainable supply
- Promote business ethics in our operations
- Contribute to the socio-economic development of the territories
- Reduce the amount of waste and the environmental impact of our shipments

The HEXIS Group is committed to conducting all of its decisions in a neutral and impartial manner. It is important that all our business opportunities be handled fairly and ethically.

We demonstrate this commitment through our codes of conduct and policies. We are attentive to the conduct of all our business partners to ensure that their behaviour is as ethical and responsible as possible.

We strive to become increasingly responsible and to develop a clear sense of professionalism.

We protect our territories: whether in Frontignan or Hagetmau, we produce, work and ship in the most sustainable way possible.

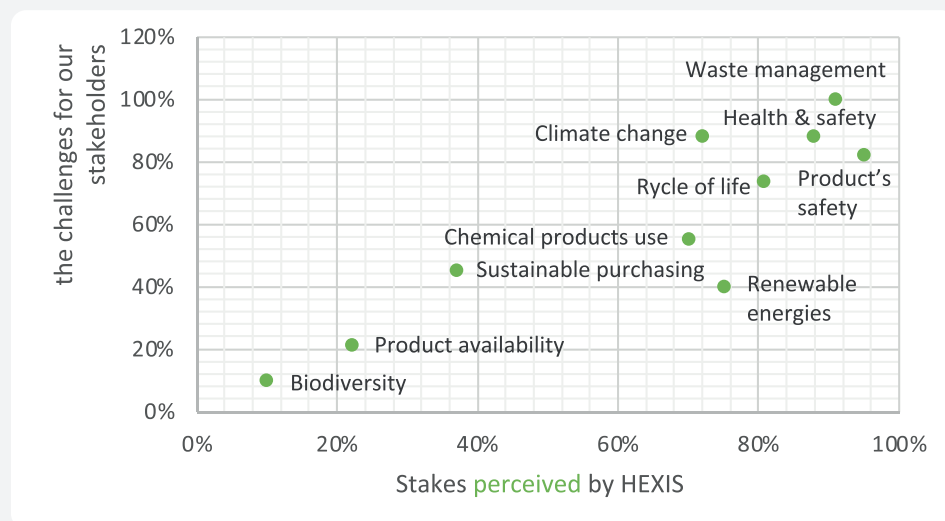


INNOVATE AND EVOLVE TOGETHER TOWARDS A MORE RESPONSIBLE INDUSTRY

Contribute to developing a more sustainable industry with our stakeholders

Evaluation of issues based on taking into account the expectations of stakeholders.

There are numerous topics that make up a CSR policy, and these contain as many risks as opportunities for HEXIS. After consulting our stakeholders, we were able to draw up a graph which allows us to illustrate the correlation between the CSR issues seen by HEXIS and our stakeholders. It is a tool for hierarchising issues that enables us to prioritise and plan actions at the level of our company, taking into account the expectations of our partners.

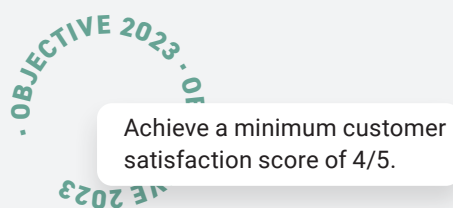


With the ever-present challenge of providing its customers with a quality product, HEXIS carries out increased monitoring of its production via process audits, quality controls, monitoring the traceability of items from production to the use of the products, and listening to and supporting our clients via our HEXIS assistance service.

Our training centres

The purpose of the training centres is to train future visual communication professionals in the application techniques of HEXIS self-adhesive films. The HEXIS Application Division participates in the development and testing of the products over the long term, the group being the only manufacturer to provide its own training to its customers. In total, between 400 and 450 installers are trained each year in the two training centres in Frontignan and Lille.

Qualiopi quality certification has been awarded to HEXIS training courses in 2021.



Offering quality products to our customers

Through a policy of continuous improvement and with the support of all those involved in the company, we are modernising our Quality, Safety and Environment Management System (QSEMS) so that it is appropriate and effective.

The directions that we wish to give to our QSEMS can be summed up in major improvement objectives, in line with the company's strategy and in respect of the values that are the basis of its culture:

HEXIS associate

Develop skills, employee fulfilment and therefore motivation.

Improving the quality of work life, a lever for health, for keeping workers in employment and for the economic and social performance of the company.

Client

Anticipate and satisfy customer expectations and requirements

Financial

Be a profitable and growth-oriented company in the eyes of investors

How it works

Implement the quality management system in a continuous improvement process, managing risks and opportunities in a pragmatic way. With a simple, effective QMS, understood and applied by all.

Control production costs and act sustainably to reduce waste.

Reduce the impact of risks on the group
Guarantee appropriate production equipment in a safe environment

Control the production tool by optimising profitability, product quality and product availability.

Respect the project constraints: cost, deadlines, quality, scope.

The entire production of HEXIS films is guaranteed made in France. Since September 2021, HEXIS has been part of the French Fab. This label stands for companies, economic players, institutions and industrial sites located in France that identify with the desire to develop French industry.

Involving staff in our quality approach

In 2022, HEXIS began a project to expand with the construction of a new mixer workshop as well as a review of the redevelopment of the staff premises. In addition, a profit-sharing agreement was signed in June 2022.

Internally, we have put in place a number of tools that enable us to integrate our teams into our processes and projects on a daily basis by guiding them through these tools.

We can, for example, note the existence of a quality manual in the company. In this manual, we find numerous managerial tools such as the company's organisation chart, process mapping, the Ishikawa diagram and the internal risk matrix.

It is vital for HEXIS to know and take into account the opinions of all its employees on a wide range of subjects.

To this end, HEXIS has set up annual individual interviews to allow an exchange between management and employees on many subjects and to take into account the expectations of each person in order to improve the group's feeling so that it is fully involved. A survey on the quality of work life was sent to all HEXIS employees and the results are the subject of an action plan that includes the ideas/proposals for improvements from HEXIS teams.

The Energic Environmental Challenge

In the framework of the development of its CSR policy, HEXIS has chosen to involve all its employees in this approach. Indeed, HEXIS decided to join the Environmental Challenge in partnership with Energic, during three months, from October to December 2022.

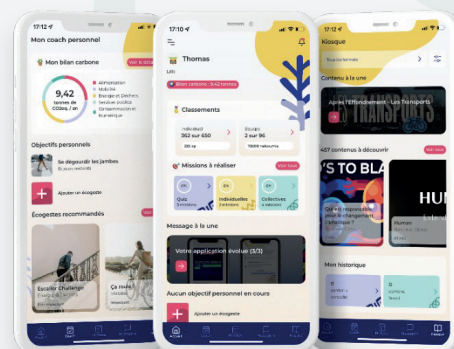
The objective of the challenge was to allow each of our employees to become actors in the ecological transition at HEXIS by learning new eco-gestures to reduce their carbon footprint and to be made aware of new ecological practices to be applied in their daily lives, at work and at home.

Through this entertaining and educational challenge, several topics were addressed:

- Energy efficiency
- The zero waste objective
- Solidarity

Each participant took part in a team in the various missions and questionnaires proposed each day on the Energic application and website, with the added bonus of personalised support. As they went along, the players accumulated points by completing various missions on a daily basis and, at the end of the challenge, 6 trophies were awarded to the most committed employees and teams. In addition, Energic committed to donating €1 to an environmental or social association for each player registered on the application.

This challenge gave an internal impetus as 205 employees registered with a total of 70% of active participants who contributed more than 450 ideas within the company. This has greatly enhanced all individual and collective actions within HEXIS as part of our ecological transition.



Energy efficiency at HEXIS

In the framework of the government's call for energy moderation, HEXIS has committed to a sustainable energy strategy which is an integral part of its CSR policy, with the objective of achieving a 10% reduction in energy consumption by 2030.

This is why Hexis has signed the ECOWATT Charter (which is intended to signal periods of strain on the electricity network) and the ECOGAZ Charter (which concerns the gas network).

In order to optimise and reduce its energy consumption, HEXIS is committed to integrating anti-waste measures by complying with temperature guidelines in its premises and by switching to lighting that uses LED technology exclusively. In 2023, HEXIS is developing several actions in favour of energy efficiency, through the use of renewable energies with the construction of photovoltaic panel shading on one of the car parks.

HEXIS pays particular attention to the involvement of its suppliers, subcontractors and customers in energy-saving action plans via the inclusion of specific contractual clauses.

HHEXIS is negotiating and implementing with the urban area a bicycle transport system and a public transport system to the place of work (setting up a bus stop in the local area). In order to further improve, HEXIS wants to reduce transfers between sites and introduce a sustainable mobility package for all employees.

Through these different initiatives, HEXIS is demonstrating its desire to take its responsibilities in terms of energy consumption by defining energy-saving policies and implementing specific measures with the involvement of its employees.



FOCUS ON OUR COMMITMENT NUMBER 3

Innovate and evolve together towards a more responsible industry

- Anticipate and satisfy customer expectations and requirements
- Be perceived by investors as a profitable and growing business
- Involve staff in our quality approach
- Participate in the development of manufacturing in France

The HEXIS group focuses on its Quality approach, long present within the company; an approach certified in particular through its quality management system in line with ISO9001: 2015 requirements. This system has a dual approach: an approach towards excellence to fully satisfy customer expectations and a desire to respect and comply with standards and requirements.

We note a significant increase in the number of requests from our various stakeholders concerning the notions of sustainability, social responsibility and sustainable development in the wider sense.

The consultation of the parties was carried out by means of a questionnaire sent to 350 employees and IRP (Staff Representatives), to our 10 subsidiaries representing 90 employees, to 20 strategic clients, to government bodies, to financial/insurance bodies, to transport companies and environmental protection associations. The latter was based on the foundations of ISO 26000 and therefore indirectly on the challenges of the 17 SDGs. The result was to consolidate the vision of all parties and to structure our approach in line with their expectations.

It is therefore essential for us to satisfy these demands for responsible consumption and to commit ourselves fully to a responsible approach.



CREATE THE RIGHT WORKING CONDITIONS TO ALLOW EVERYONE TO REACH THEIR FULL POTENTIAL

HEXIS also stands for:

- 94% permanent employment contracts
- 5.75% absenteeism (2019)
- 59% of employees have taken training

• OBJECTIVE 2024 • OB
24

- 4.72% absenteeism
- 60% of employees receiving training

Over recent years, HEXIS has experienced some of the biggest upheavals in its history. To cope with the economic and health crises, the rise of e-commerce and digitalisation, HEXIS has reinvented its business model by capitalising on people and training.



“Diversity, professional equality between men and women, disability, the quality of social dialogue, training, the integration of young people and senior staff, internal communication, health at the workplace, risk prevention etc. are all issues that enable us to make the most of our human capital and put people at the heart of our organisations. Today, we need to give meaning to the work of our employees: they need to know why they are there, what their role is, and how the latter fits in with the overall strategy of the company.”

Yvan ALIAGA

Human Resources Director

OUR VALUES

Equality:

For HEXIS, professional equality between men and women means ensuring that women and men can develop and build their careers on equal terms, notably by paying particular attention to leadership positions.

For several years now, HEXIS has been committed to an approach of equal treatment between men and women in the company. In cooperation with the social partners, the company was able to put in place a collective agreement defining an action plan for professional equality, concluded on 27 July 2018.

HEXIS has obtained an overall score of 71 points out of 100 for the gender equality index in 2021. The company is nevertheless committed to improving this score and, in addition to equal pay, to implementing the actions set out in the agreement on professional equality, particularly in terms of recruitment and access to professional training.

Our scope for action to promote gender equality in the workplace and combat discrimination is centred on measures in the following areas:

- Recruitment
- Training
- Career development
- Pay
- Work/life balance

Disability policy:

A cross-departmental project that is part of the HEXIS social project.

Through its disability policy, HEXIS wants to change the way people look at disability. The company is committed, through a company-level agreement, to ensuring that every employee can be recruited or kept in employment by anyone with a disability when everyone can be affected.

OBJECTIVE 2024

Setting up an "equality day"

OBJECTIVE 2024

OBJECTIVE 2023

Certification ISO 45001 : 2018

OBJECTIVE 2025

- 30% women in the workforce
- 80 points out of 100 for the gender equality index

5 major lines have been established:

1. Raise employee awareness of disability issues by training managers on the subject of disability, non-discrimination and equal opportunities.
2. Support for employees with disabilities: preparing their application for recognition as a disabled worker and personalising the support process for disabled workers in their workplace.
3. Take action to recruit employees with disabilities by using the protected or adapted sector to subcontract certain tasks.
4. Maintain disabled people in employment by redesigning and adapting workplaces.
5. Develop partnerships with companies working with employees with disabilities.

As a French company operating two

production sites, two sales agencies and three shipping agencies, the safety of our personnel is one of our priorities. We wish to guarantee the safest possible working conditions for all our employees: those working in production as well as in administration. This includes the prevention and control of risks, the monitoring of the effectiveness of measures and the implementation of an approach based on continuous improvement. Working conditions, well-being and social dialogue are the other three pillars of the working environment of our employees.

To achieve this objective, HEXIS relies on its Single Occupational Risk Assessment Document and its Occupational Health and Safety Performance Improvement Programme across all its production and logistics sites in France.

By defining its occupational health and safety strategy and policy, HEXIS carried out a complete safety diagnostic based on the ISO 45001 standard. HEXIS also undertook training on the roles and responsibilities of production and line managers at 100% of its French sites.

To make safety the concern of everyone

and in order to manage the health and safety of employees, HEXIS has developed, in November 2021, the «dangerous situation/incident» platform on all its sites. The objective is to improve feedback on each dangerous situation, incident and potential for improvement.



WELL-BEING AND QUALITY OF LIFE

The quality of life of HEXIS employees and their commitment are the real pillars of sustainable performance and growth.

The Quality of Life at Work (QWL) policy reviewed in 2018 describes the ambitions of HEXIS in terms of the working environment, employee satisfaction and also recognition, with the objective of remaining proactive in the improvement of the quality of life at work for employees. HEXIS has developed a working environment targeted at well-being and creativity.

Accessibility

The HR department provides support services at all our sites to help feedback and support employees with their day-to-day issues (leave, pay etc.).

A healthy mind in a healthy body

HEXIS is also committed to the physical and mental well-being of its employees by offering over 200 sports classes and more than 50 pilates classes every year.

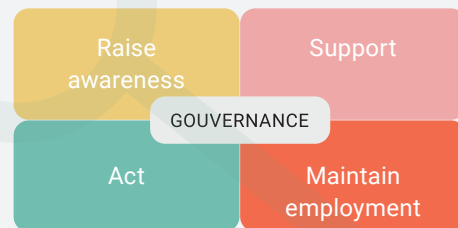
Facilitating communication

In-house communication tools have also been put in place to allow each employee to be informed of the company's performance, product launches, in-house training and various information such as the intranet, the communication of the CSE (social and economic committee) and the CSSCT (health, safety and working conditions commission).

As part of our policy on quality of life at work, we regularly conduct QWL surveys among our employees so that they can express their feelings and expectations.

OBJECTIVE 2024 - O.E

- Organise four "free speech" meetings on the different sites
- Carry out prevention campaigns against tobacco, alcohol and drugs.



PREVENTION IN PRODUCTION

- 80% of staff have attended a new “1/4h safety” campaign
- 50% have attended Behavioural Safety Visits (BSV), the objective of which is to discuss behaviour and actions to limit occupational hazards

Hardship at work and psychosocial hazards are also major issues for HEXIS for which numerous measures have been taken since 2015:

- Gestures and postures training for 100% of production staff
- Hardship diagnosis and full ergonomic study for 95% of workshops, including workplace organisation, flow management and load carrying
- Installation of two robots at the two workstations most affected by load-carrying, as well as handling aids for one workshop

Psychosocial hazards are fully integrated into our single risk assessment document. We have also developed an analysis of specific hazards by socio-professional category, with an action plan that ran until the end of September 2022.

“The quality of life and well-being of our employees, as well as health and safety at work, are at the heart of the strategy of HEXIS. This fundamental challenge is preponderant in all support and production processes. The global synergy and the development of our occupational health and safety performance improvement programme are our two principal pillars. We are convinced and determined to achieve zero accidents by 2023 at all our sites”

Martin DEDEIRE

Health, Safety and Environment Engineer

THE ASSOCIATIVE WORLD

Reducing inequalities and rejecting all forms of discrimination is obviously of prime importance in our company.

This is why HEXIS leads many initiatives in this direction. Indeed, the group supports many local associations such as “Sport and more” for children in hospital and “Pink October” for breast cancer research.

HEXIS is also involved in the association “Dys mille pas” which helps sick or disabled children.

HEXIS supports “La Scène Nationale” and participates in local community life.

• OBJECTIVE 2024 • 08

- Zero accidents throughout the entire HEXIS company
- 100% satisfaction rate with the safety culture project

FOCUS ON OUR COMMITMENT NUMBER 4

Create the right working conditions for everyone to achieve their full potential

- Promote sport within the company
- Reduce the factors of tediousness in the workplace
- Guarantee safer working conditions in each of our operations
- Make it easier to communicate internally and externally

HEXIS is a family business that has always cared about the well-being and safety of its employees.

All initiatives taken by HEXIS revolve around several values: integrity, respect, equality, well-being, innovation and added value. These values are essential, indispensable and shared by all HEXIS internal and external parties involved.

We are convinced that poor working conditions have a significant negative impact on the efficiency of employees.

In a spirit of continuous improvement, we seek to combine social, environmental and economic growth.



REPORTING

<i>Key performance indicators: Financial</i>	2019	2020	2021	2022
<i>Turn over</i>	102 460 K€	94 874 K€	120 000 K€	140 000 K€
<i>Production volume (in m²)</i>	30 229 562	28 180 374	30 838 100	29 855 059

<i>Key performance indicators: Social</i>	2019	2020	2021	2022
<i>Number of student/apprenticeship contracts</i>	7	5	8	8
<i>Number of new recruitments</i>	90	52	64	70
<i>Number of individual interviews conducted</i>	139	95	113	93

	2019	2020	2021	2022
<i>% of female staff</i>	24,25%	25%	25,50%	25,60%
<i>% of women in senior management</i>	15,38%	15,38%	15,38%	23,08%
<i>Gender equality index score male/female</i>	77/100			71/100

	2019	2020	2021	2022
<i>Fixed-term contracts (FTC) women</i>	5	3	4	1
<i>Fixed-term contracts (FTC) men</i>	2	9	7	6
<i>Permanent employment contracts (CDI) women</i>	81	80	75	84
<i>Permanent employment contracts (CDI) men</i>	265	240	241	241
<i>Subsidised contracts women</i>	0	0	2	0
<i>Subsidised contracts men</i>	0	0	3	0
<i>TOTAL women</i>	86	83	81	85
<i>TOTAL men</i>	267	249	251	247

	2019	2020	2021	2022
<i>Female employees under 18 years old</i>	0	0	0	0
<i>Female employees aged 18 to under 26</i>	2	3	5	6
<i>Female employees aged 26 to under 45</i>	50	47	44	45
<i>Female employees aged 45 to under 62</i>	33	32	31	32
<i>Female employees aged 62 and over</i>	1	1	1	2
<i>Average age of female employees</i>	39	40	40	41

	2019	2020	2021	2022
Number of staff with disabilities	13	11	11	9
Total number of employees	345	348	344	332
Rate in % of those with disabilities	3,77%	3,16%	3,20%	2,71%

	2019	2020	2021	2022
Number of work-related accidents	36	38	24	21

Key performance indicators: Environmental	2019	2020	2021	2022
kg CO₂ / m² produced	2,14			
Tonnes CO₂ / M€ invoiced	0,63			
kg CO₂ per parcel (parcel post)	1,14	1,36		2.15
GHG emissions (in tonnes)	64 814			

	2019	2020	2021	2022
Gas consumption (kWh/m²)	0,546	0,574	0,61	0.740
Electricity consumption (kWh/m²)	0,196	0,193	0,199	0,250
VOCs (in tonnes)	102 tonnes	82 tonnes	124 tonnes	98 tonnes

	2019	2020	2021	2022
COD (mg/l) O₂	12	42	44	
BOD (mg/l) O₂	2,5	2,3		
Emission of heavy metals into wastewater (g)	0	0	0	0



Percentage of each mode of transport used in 2019:

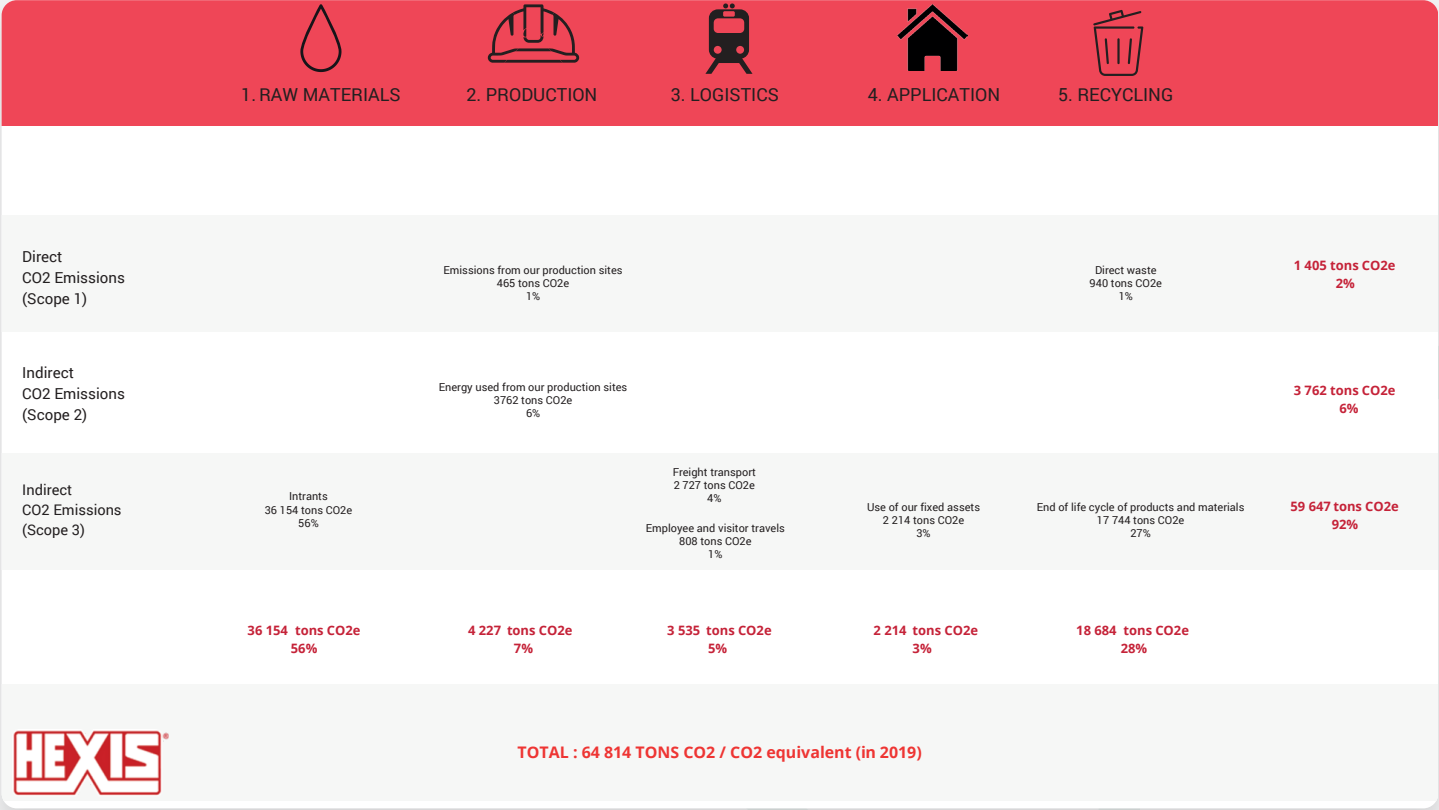
- Inbound and outbound road: 2%
- Outbound road: 1%
- Outbound air: 2%

	2019	2020	2021	2022
% FSC - PEFC paper consumption	69%	69%	81%	85%
Hazardous waste produced (kg/m ²)	0,0153	0,0166	0,0143	0.0126
Non-hazardous waste produced (kg/m ²)	0,0483	0,0349	0,0375	0.0430
% of waste reclaimed	12%	21%	37,20%	
% bio-sourced cartons	69%	81%	81%	
Scrap rate (per m ²)	0,65%	0,48%	0,61%	
Hazardous waste to be recycled (tonnes)	20,1	6,1	18,6	
Hazardous waste for energy recovery (tonnes)	468	445	446,9	
Non-hazardous waste for recycling (tonnes)	107	171	221	
Non-hazardous waste for energy recovery (tonnes)	929	812	1145	
Construction and demolition waste (tonnes)	0	0	12	0

FRET	2 727 139	4%	2021	2022
Incoming road freight	469 655	1%	81%	85%
Incoming air freight	18 492	0%	0,0143	0.0126
Incoming rail freight	0		0,0375	0.0430
Incoming sea and river freight	11 503	0%	37,20%	
Internal road freight	488 069	1%	81%	
Internal air freight	0		0,61%	
Internal rail freight	0		18,6	
Internal sea and river freight	0		446,9	
Outgoing road freight	506 100	1%	221	
Outgoing air freight	1 125 239	2%	1145	
Outgoing rail freight	0		12	0
Outgoing sea and river freight	108 080	0%		

- Carbon footprint of our packaging as a percentage in 2019:
- Plastic packaging and cartons: 2%

END OF LIFE CYCLE	17 744 304	27%	2021	2022
Fuels	0		81%	85%
Construction waste	0		0,0143	0.0126
Mineral waste: metals & glass	0		0,0375	0.0430
Plastic	16 454 422	25%	37,20%	
Paper, cardboard, foodstuff	1 289 883	2%	81%	
Household waste	0		0,61%	
Leakages and non-energy	0		18,6	
Hazardous waste	0		446,9	



GLOSSARY

ATMO OCCITANIE: ATMO OCCITANIE is an association that monitors air quality in the region of Occitanie, to which our head office belongs. This organisation carries out a qualitative and quantitative analysis of our pollutants and odours at the property border.

Carbon footprint: The carbon footprint is a tool to account for GHG (greenhouse gas) emissions. This tool takes into account the primary and final energy of these products and services. Bureau Veritas has therefore conducted a carbon footprint assessment for the HEXIS Group. The carbon footprint enables us to distinguish precisely the origin (depending on the activity) of our GHG emissions and therefore to implement measures to reduce them.

Bureau Veritas: Bureau Veritas is the certification and inspection firm that covers our sector of business (chemical and plastics industry). It is with this firm that we have established our carbon footprint and obtained our ISO certifications.

B2B: B-to-B refers to inter-company commercial activity. It generates higher volumes of economic activity than the commercial activity directly towards the final consumer.

CO: Carbon monoxide is a colourless, odourless and tasteless compressed gas. It is a major contributor to the deleterious effects of air pollution.

COV: Volatile Organic Compounds: These compounds are found as gases in the earth's atmosphere. As they have a very low boiling point, they evaporate very quickly and very widely, causing direct and indirect impacts on animals and nature. These compounds can also be harmful to health.

CO₂: Carbon dioxide: Carbon dioxide is a colourless, odourless gas with a sharp taste. Carbon dioxide is a major greenhouse gas and is partly to blame for global warming and compromises the survival of many marine organisms.

DBO: Biochemical Oxygen Demand: BOD represents the amount of oxygen required for the degradation of organic (biodegradable) matter by biological means: by bacteria in water. BOD is a pollution parameter that measures water quality.

DCO: Biochemical Oxygen Demand: BOD represents the amount of oxygen required for the degradation of organic (biodegradable) matter by biological means: by bacteria in water. BOD is a pollution parameter that measures water quality.

Incinerated waste: The incineration process is a thermal treatment in which waste is burnt at very high temperatures in the presence of oxygen. Incinerated waste becomes a substitute source of energy and avoids the use of fossil fuels. Incineration is therefore part of the search for renewable energy: incineration allows the production of energy that can be used for heat and electricity.

Reused waste: The principle of reuse consists in not throwing away the article after its necessary use but in continuing to give it new life by reusing it for the same function. For example, our end pieces are reused because they are collected from our customers before any recycling action.

Recycled waste: The principle of recycling is based on giving a second life to an object. The material waste will be transformed into another product, either material or energy.

Sustainable development: Sustainable development follows a long-term logic and integrates social and ecological constraints into the economy. By its definition, it is a development that meets the needs of the present agreement without compromising the ability of future generations to meet theirs. It is a principle of organisation of human society that takes into account the resources of our planet and acts on three interdependent dimensions: the environmental dimension, the social dimension and the economic dimension.

CIW: Common Industrial Waste: CIW defines all non-inert and non-hazardous mixed waste produced by the daily activities of a professional. This waste is usually reclaimed or recycled.

HIW: Hazardous Industrial Waste: HIW defines all waste that can cause harm to humans or the environment. This waste is monitored, analysed and subjected to stricter control in order to reduce it as much as possible. It is recycled in cement production.

Single Occupational Risk Assessment Document: The Single Occupational Risk Assessment Document (SORAD) is compulsory in all businesses in order to strengthen the prevention of occupational risks within businesses and to preserve health at work. This document, drawn up by the employer, contains the results of the assessment of the health and safety risks to which employees may be exposed: this assessment complies with the nine general principles of prevention.

Ecodesign: Ecodesign is a term designating the desire to design products that respect the principles of sustainable development and the environment, using as little as possible of non-renewable resources in preference to the use of renewable resources, exploited in accordance with their renewal rate and associated with reclaiming of waste that favours reuse, repair and recycling.

EcoVadis: A firm that offers a comprehensive assessment service of a company's CSR (Corporate Social Responsibility) strategy. This rating is based on a number of non-financial criteria that have an impact on the following topics: the environment, human rights and the social spectrum, ethics and responsible purchasing. This assessment gives a company a score between 0 and 100 and awards a medal if the score is above 47: bronze, silver, gold or platinum.

Circular economy: Circular economy is a production and consumption model that consists of sharing, reusing, repairing, renovating and recycling existing products and materials for as long as possible so that they retain their value. In this way, the use of raw materials and the production of waste are significantly reduced. This model therefore represents a break with the traditional, linear economic model.

Économie linéaire: Linear economy is a type of economy that is based on a so-called «linear» model and dates back to the time of industrialisation. Such an economy is based on a rather long process that consumes energy at each stage and the products that are part of this process are mostly discarded when they have reached the end of their lifecycle. This economy affects both

GLOSSARY

the consumption of resources and energy but also the production of waste.

Energic: Firm that organises environmental challenges in companies, schools and communities to educate on eco-gestures and accelerate the ecological transition.

Roadmap: In simple terms, a roadmap is a strategic planning technique that places the objectives of a project and the key deliverables (tasks, milestones) on a timeline, all grouped together in a single visual or graphic representation. You should always remember that a roadmap planner differs from an ordinary project plan in that it does not contain all the details of a project; rather, it is a high-level, easy-to-understand strategic tool.

Fabriqué en France: Le made in France ou fabriqué en France est un marquage d'origine, que l'on appelle "origine non préférentielle". Cette mention est facultative, en France comme en Europe. Les marques n'ont donc pas obligation d'indiquer cette information sur leurs produits (sauf pour certains produits agricoles ou alimentaires).

French Fab: A label that embodies the companies, economic players, institutions and industrial sites located in France that recognise themselves in the desire to develop French industry. With the French Fab label, HEXIS certifies that the entire production of its films is guaranteed French.

FSC: Forest Stewardship Council: FSC is an international NGO (non-governmental organisation) whose mission is to promote ecological, social and economic forest management. The organisation aims to achieve ecologically appropriate forest management, ensuring that the harvesting of products maintains forest biodiversity, productivity, the functionality of ecosystems and the preservation of ecosystem services.

GHG: Greenhouse gases: gaseous components that contribute to the greenhouse effect by absorbing infrared radiation emitted by the Earth's surface. GHGs are factors behind global warming. The main GHGs are the following: H₂O, CO₂, CH₄, N₂O, O₃.

HCl: Hydrogen chloride is a colourless, toxic and highly corrosive gas. Its handling must be responsible and highly supervised because it is a gas that is dangerous to health (contact, inhaling etc.). This gas is used in the manufacture of PVC. It contributes to the acidification of the air and therefore to the degradation of biodiversity.

H'EQO: HEXIS Economics Quality Organisation: H'EQO is a programme set up by HEXIS on the Frontignan and Hagetmau sites in order to structure all costs and therefore also to make savings. This programme applies to the support and production parts. To make this programme a success, we have implemented numerous measures such as: weighing the quantity of scrap, looking for solutions to use as little solvent as possible, setting up a travel policy charter, evaluating the production lines to find out which one generates the most waste etc.

IATF: International Automotive Task Force: IATF 16949 is a standard for quality management in the automotive industry. This standard describes the processes for the development and manufacture of components for the automotive industry. In order to comply with this standard, it is necessary to apply and follow certain very precise procedures specific to the manufacturing of automobiles.

IBC: Intermediate Bulk Container: An IBC is a container for storing hazardous

or non-hazardous liquid or powder products. This container is subject to certification.

Gender equality index: This index is a measuring instrument composed of 5 indicators and graded on 100 points, which aims to put an end to wage inequalities. Companies have an obligation of result and are required to obtain a minimum of 75 points. This index, passed in 2018, demands that companies are transparent about their score on the index.

ISO: International Standards Organisation: ISO is an international standards organisation that produces international standards in industrial and commercial sectors. 165 countries are members of this organisation.

Natura 2000: The constitution of the Natura 2000 network has the objective of maintaining the biological diversity of environments in a spirit of sustainable development. This network brings together natural or semi-natural sites in the European Union that are of great heritage value because of the flora and fauna they contain.

SDG: Sustainable Development Goals: The 17 Sustainable Development Goals and their 169 targets constitute the core of the Agenda 2030 defined by the United Nations. These 17 goals cover the full range of sustainable development issues that concern social capital, environmental capital and economic capital. These goals raise many issues for the coming years and apply equally to individuals, businesses and government organisations.

PEFC : Programme for the Endorsement of Forest Certification: The PEFC is a private forest certification that promotes sustainable forest management. The certification is based on a process of consultation and consensus between owners of forests, wood processing companies, nature conservation associations and users of the forest.

Occupational Health and Safety Performance Improvement Program: The OHSPIP is a programme that integrates all of our actions focused on occupational health and safety. As such, this programme includes: training and awareness-raising for managers, communication and awareness-raising for teams (1/4 hour of safety), safety audits and visits, and the implementation of corrective actions.

Qualiopi: Label awarded to certify the quality of the process implemented by training providers. This label is issued by certifying bodies that are accredited or authorised by the French Accreditation Committee (Cofrac). It is issued after the completion of an audit.

GDPR : General Data Protection Regulation: a European regulatory text that regulates the processing of data in an egalitarian manner on the territory of the European Union. The GDPR applies to all organisations collecting and/or processing data, regardless of their size or sector of activity.

EMS: Environmental Management System: This system is a business management tool that allows the establishment of an organisation in a way that reduces and controls its impact on the environment. It is a process of continuous improvement to ensure the control of environmental impacts. The HEXIS EMS has been validated through the certification of the ISO 14001: 2015 standard by Bureau Veritas.

SMQ: Quality Management System : This is a system that is in charge of

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documenting all processes, responsibilities and procedures for achieving quality objectives and policies. Such a quality management system allows companies to direct and coordinate their operations to meet both regulatory and customer requirements while regularly improving its efficiency and effectiveness. The HEXIS QMS has been validated through the ISO 9001: 2015 certification by Bureau Veritas.

Scrap rate: The scrap rate is a percentage of scrapped (i.e. discarded) parts in relation to the number of parts produced.

BSV: Behavioural Safety Visit : The principle of the BSV is based on an exchange between teams. Team A will observe team B working and will note the strong and weak points (level of safety, health etc.). Afterwards, it will be up to team B to go and observe team A working and to note down these important points. At the end of this operation, the two teams will review the situation to get the necessary feedback on the observations.

1/4h safety: The «1/4h safety» campaign takes place in the HEXIS factories. The principle of this campaign is to make a quick survey with the employees concerning occupational risks. During this campaign, we will identify certain risks, and state the means of protection to be put in place and respected. Prevention and awareness-raising will be carried out during these 1/4 hour safety sessions.

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