



Sustainability report

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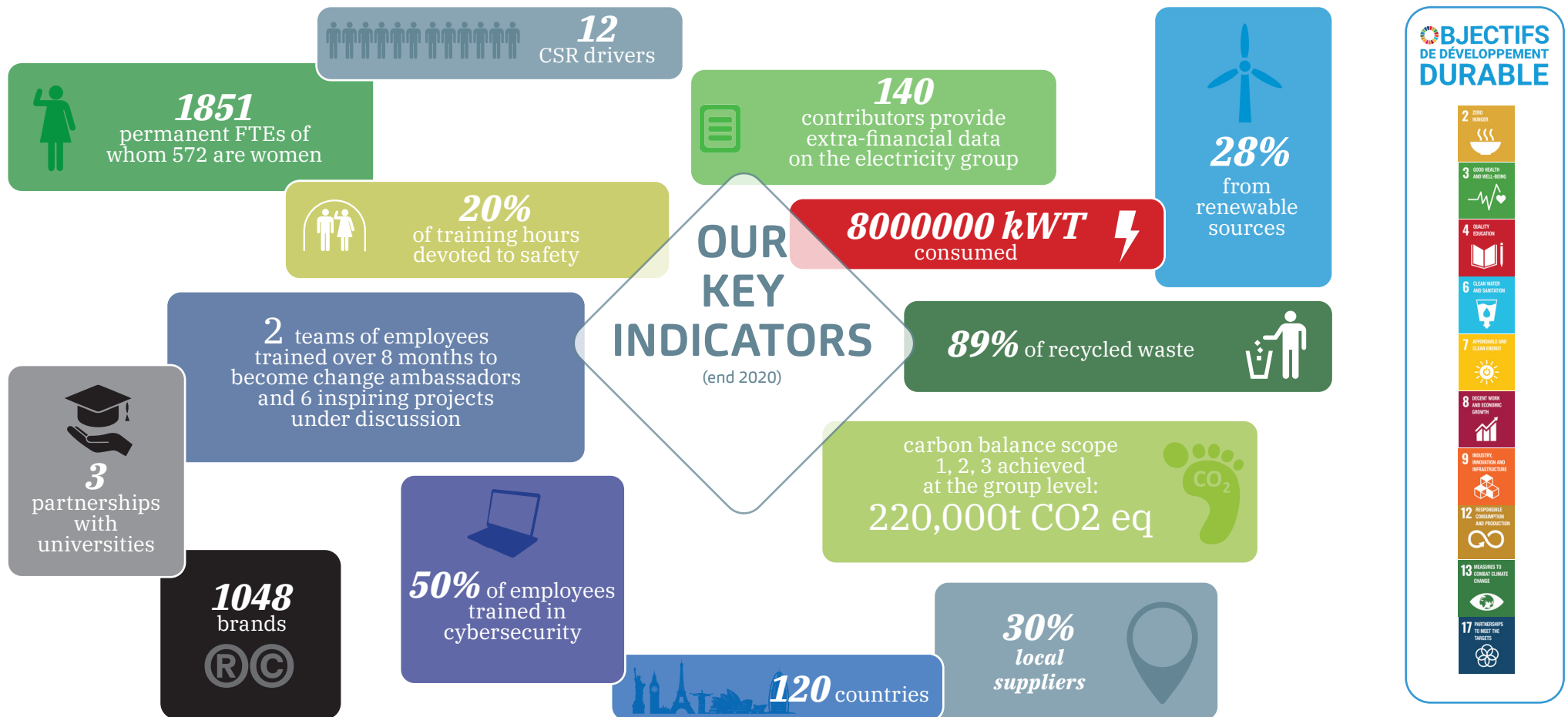
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Our group's mission is ambitious as it aims to ensure food safety through the formulation, production and marketing of biosafety, disinfection and hygiene solutions for food and agriculture professionals. We consider it essential that all our stakeholders meet societal expectations.



These indicators were collected by our 140 contributors through Tennaxia, a platform set up in March 2019 to track extra-financial data



PRIORITY 1

WATER, A RESOURCE TO BE PROTECTED

Number 1 in emergency
water treatment

Water consumption 2020:
178,000 m3



PRIORITY 2

GIVING NEW LIFE TO TO OUR PLASTIC PACKAGING

66% of packaging collected
and recycled in France



PRIORITY 3

SAFETY, HEALTH AND WELL-BEING

7 employees in 10
are proud to be working
within Kersia



Sébastien Bossard
CEO

Our group's mission is ambitious and is aimed at making the food chain safer. Consumers are becoming more numerous and more attentive to what they consume. Our clients are committed to meeting the growing demand for food and to developing new ways of eating for a sustainable food chain.

For our part, we are aware that some natural resources will become scarcer and that climate change is impacting on the risks of contamination throughout the food chain, forcing us to do things better and differently to ensure food safety.

We have therefore decided to change our business model by moving from a model providing solutions based essentially on "chemistry" to a model providing solutions resulting from the fusion of chemistry, biotechnology and digital technology. For many years, we have been gradually evolving towards a consulting business: to prevent

The ambition to create a safer food chain together

critical events from farm to fork in order to guide all our stakeholders towards global performance and value creation. Kersia listens, acts and contributes to the step-by-step reinvention of biosafety.

For the past five years, in a context of major transformation linked to the changes in shareholding in 2016 and 2020, and subsequently to the group's eight acquisitions, our teams' achievements in this respect have been remarkable and I thank them for it.

Because we believe in collective action conducted in the shape of projects, we invest heavily in supporting our employees through development plans in the broadest sense of the word "talents".

Driven by the Group's four values - skill, anticipation, sharing and transparency - each employee actively contributes to this change together with all our partners: clients, suppliers, local communities, authorities and shareholders.

I am particularly proud to share our initial CSR report with you: here are our first achievements and our 3-year objectives.



Isabelle Demoment
CSR DIRECTOR

On the strength of its mission - to help to safely feed a world population that will exceed 8 billion in the next 10 years - Kersia has been committed to a sustainable development and corporate social responsibility (CSR) strategy for several years.

Our group's growth over the past three years has been impressive. It has significantly expanded our international reach, and changed the challenges related to our environmental and societal impacts. In order to better take them into account, we therefore extended this approach to the entire group in 2018.

Our CSR project was named "ACT for a positive impact". Our aim is to take concrete action (Act) by implementing initiatives with a measurable long-term effect on the three cornerstones, People (social performance), Planet (environmental performance) and Profit (economic performance).

We have opted for a pragmatic, realistic and achievable programme.

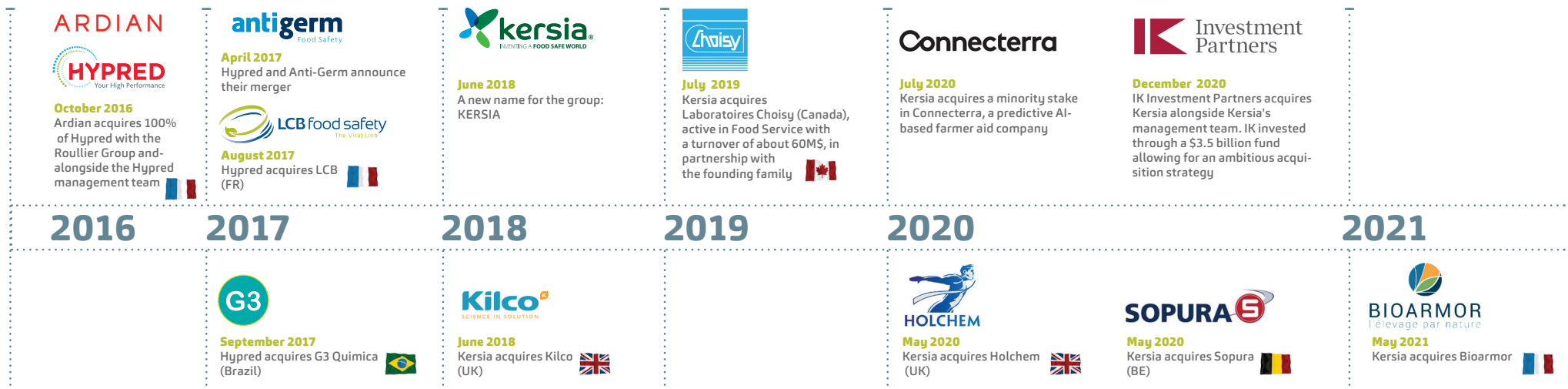
In 2021, we can confirm that we have put in place the tools and procedures to achieve our three macro-objectives by 2024:

- To care for the health and well-being of all our employees, local communities and all users of our products.
- To reduce our environmental impact from farmer's pitch fork to consumer's table fork by working on two priority areas, i.e., water and plastics in the circular economy.

A CSR network was set up in 2019, consisting of the CSR operational committee and more than one hundred of our employees who contribute to the collection platform with extra-financial indicators linked to the activities of all countries.

It is with great pleasure that we publish our first report.

"Act for a Positive Impact"



History

As early as 1985, Kersia's parent company, Hypred, was founded in Dinard, France, to monitor developments in milk quality, from production to transformation. The group's concern for food safety has since been extended to the entire food industry, and expertise has been developed in particular in animal nutrition and water purification.

To go even further and to be able to grow, our group was created in October 2016, supported by investment companies: initially Ardian (2016) then IK Partners (end of 2020). Our group's identity was developed with all employees around a new name and a new logo. The name Kersia refers to our Celtic roots (Ker, meaning "the house" in Breton), then we chose the butterfly as a symbol of our group's transformation towards new horizons. Lastly, we defined the principles that unite us through the four values that are most important to us: transparency, competence, sharing and anticipation.

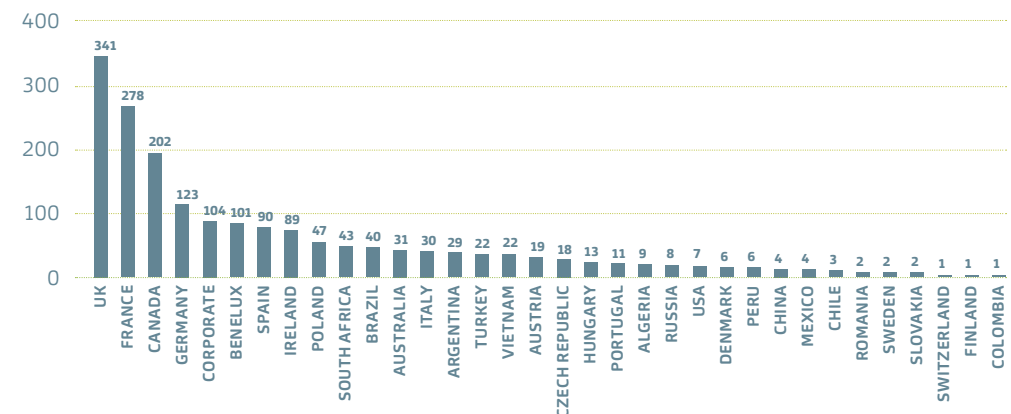
The group's rapid growth allows us to reinvent ourselves every day and to regularly challenge the established model. The support of our shareholders drives us to progress and improve constantly and sustainably.

The Group

Kersia has taken advantage of its strong position in Europe to expand into other areas, notably the American continent, Oceania and Asia. With a very large industrial footprint of 24 sites complemented by a dozen subcontractors operating under contract, Kersia has the necessary scalability to support

its international growth and increased volumes. An adapted industrial footprint, local sales offices and global sales forces allow Kersia to support its clients all over the world. Thanks to this local presence the group can adapt to each country's specific needs and react quickly to market and regulatory changes.

Group workforce: 1709 permanent employees as at 31 December 2020



CSR organisation

Guillaume Tanter, GROUP HR DIRECTOR

I am convinced that a company/enterprise is unable to function without committed employees, confident and proud to work for a company with a social vision. The company's vision and its respect for CSR commitments generate support on the part of employees. That is why the P in People is essential to drive the other two: Profit & Planet.

Sandrine Even, SUPPLY CHAIN PURCHASING DIRECTOR

Personally, the question "And after us?" has always preoccupied me. Professionally, I just fell into it in 2003 in one of my first jobs within the Yves Rocher group, one of the pioneers in this approach. Over the past 20 years, preconceived ideas have evolved. At Kersia there is no place for greenwashing and I contribute to a progressive and collective approach. CSR is a "true" guarantee of sustainability for companies, people and the planet.

Marianne Lagree, OPERATIONAL MARKETING DIRECTOR

Collectively we can preserve our planet as well as biodiversity and allow our children and grandchildren to not want for anything. Personally, I take action on a daily basis to reduce my waste and to source my food locally. In this sense, I take my role as CSR manager within Kersia very seriously.

Blandine Serpaud, HEAD OF CORPORATE COMMUNICATION

Engaging in actions for the general interest and respect for the environment impacts both the appeal of the employer brand and the motivation and commitment of employees.

Hélène Louet, GROUP INDUSTRIAL PERFORMANCE AND SAFETY MANAGER

Based on my training and my professional and personal experience, I am convinced of the importance of the CSR approach within companies. At Kersia, for my industrial scope, the challenge of the CSR approach is to enhance existing actions, raise awareness among the teams and involve them in order to undertake new local initiatives that will contribute to our overall positive impact.

Sara Guillou, HEAD OF EHS MANAGEMENT SYSTEMS IN FRANCE

Acting locally, acting for the environment and biodiversity is to act for the people of the future. The current situation drives us to imagine another model, I just want to contribute to it!

Patrick Perrodeau, GOODS AND SERVICES PURCHASING MANAGER

It is often said that it is good to keep professional and personal aspects separate in order to maintain a balanced life: there is at least one thing that should, in my opinion, link the two, and that is the permanent concern for the respect of our environment and our relationship with others. This is valid for us now, but it must be passed on to future generations by trying to act accordingly on a daily basis.

Initially launched in France, the CSR approach has been deployed within the group since July 2018, thanks to the work carried out by a network of leaders from various departments and gathered within the operational committee. Supported by pairs of local delegates, experts in the local ecosystem, they are responsible for implementing the actions, developing mutually beneficial and sustainable relationships and ensuring transparent communication.

Gauthier Baivier, SUPPLY CHAIN AND INDUSTRIAL OPERATIONS DIRECTOR

Beyond the aspect of environmental and social responsibility, it is a fantastic performance lever and source of innovation. As far as sensitivity to social and environmental aspects is concerned, I want to leave a socially and environmentally better world to future generations.

Stephane Le Dallic, CFO

CSR is a state of mind and a management method that allows us to unite, innovate and perform better by putting people at the core of the economic engine. In order to exist in the long term, economic performance must go hand in hand with social and environmental performance. It is a virtuous and positive approach that allows us to commit to what we will leave to future generations.

Béatrice Texier, LEGAL AND COMPLIANCE OFFICER

The integration of managing the expectations of future generations in the creation of the value chain is now a prerequisite. Ethical, social, environmental and human rights concerns must be taken into account at all stages of our activities. Our future depends on it.

Frederick Mantsi, CHAIRMAN SCIENTIFIC COMMITTEE

The development and long-term survival of our company are closely linked to the consideration of our environment and respect for the planet whose resources we use. I am firmly convinced of the need to re-establish and enhance this balance. Our initiatives enable us to implement these links.

Patrick Richard, IT MANAGER & CHIEF DIGITAL OFFICER

I am convinced that digital and CSR are closely linked. New technologies and applications allow us to introduce tools to promote recycling, for example, or to optimise the rotation of our containers to limit our plastic consumption.

For our first report, we have chosen to let you discover our social and environmental initiatives by following the product's trajectory, from the group's composition to the product's distribution and the acknowledgment of our approach, through production and innovation.

Of women and men

The men and women who make up Kersia represent the group's most important resource, the one that allows us to develop in a serene and sustainable way and that constitutes the basis of our collective identity.

Making well-being in the workplace a priority. Human beings are at the core of Kersia's project. Relationships at work are changing, with new ways of cooperating between people and the company. Kersia wants to be there at the forefront of this change.

In this respect, the group strives to provide the best possible working conditions for its employees and is particularly committed to developing respectful and balanced relationships with all of its stakeholders.

Kersia's reputation, acquired thanks to a high level of requirements, confers its image of expertise on it. This success is first and foremost based on the quality and skills of its teams. Its staff is the company's main asset and allows it to develop sustainable expertise.

That is why the human resources policy is at the heart of the strategy and growth plan. It is based on various measures.

Welcoming and integrating newcomers.

In a context of major and frequent acquisitions over the past five years, each employee regularly receives an updated "welcome aboard booklet" covering the essential elements of the group's organisation and operation.

Each new employee benefits from an individual integration programme designed to introduce the company, its structure, its functions, its markets and its products. At the same time, the manager is responsible for job training. At the end of the integration period, the manager and the Human Resources department assess the new employee to ensure that they have acquired the basic skills required for the job.

This process is the cornerstone of integration into the company, allowing everyone to develop a sense of belonging to the group.

Becoming an expert

Becoming an expert takes time, and the group aims to take responsibility for giving the means to each employee to develop their skills. To do so, the group earmarks at least 2% of its payroll for non-compulsory training every year.

The choice and implementation of training is subject to an annual training programme decided for each country, in accordance with a common methodology linked to the group's strategy.

Encouraging mutual support

Since 2018, the sharing of experiences has been encouraged and standardised through the implementation of a mentoring programme in order to make the most of each individual's knowledge and expertise. Countries with the most experience now make it available to other countries. Experts in each field and each function invest part of their time in helping to speed up the achievement of the countries' overall performance.

Promoting change

Beyond individual needs, and in order to support every man and woman in the group's transformation, specific training programmes have been designed and implemented since 2018.

Management training, change management and even individual coaching are offered to all employees who express the need.

Change management was set up for the majority of managers (approximately 150) in order to enable them to help each employee to face this new group's challenges.

"Process communication" training has allowed for a better understanding of the motivations, decision-making processes, means of communication and various behaviours that this entails for the employees within a company.

This training has allowed to develop more constructive and more efficient relationships within the teams.

In order to facilitate a strategy based on teamwork, numerous training classes on transversal management and project management have been provided in groups or on an individual basis.

Managing talents

Annual appraisal interviews are organised on a compulsory basis between each employee and their manager beyond local regulatory requirements. They are conducted according to the same methodology regardless of the country or position. Intended to clarify everyone's missions and objectives, they represent a special time of the year to discuss employees' expectations, provide the necessary recognition for efforts made, and offer perspectives to give meaning to work.

In 2022, Kersia will launch a Talent Management initiative that consists of analysing the group's skills needs by involving internal stakeholders and taking into account the age pyramid, planned departures and recruitments, and the need for strategic positions and key employees. It also makes it

possible to check the successful acquisition of skills at the conclusion of the various training programmes, in order to allow for their updating as well as for internal evolution and mobility.

- We support our managers in the development of their skills, in order to best help them in their current position.

- We take this approach to encourage internal hiring

5 steps:

- Sharing the vision of key talents
- Discussing their development potential
- Identifying these talents within job categories
- Addressing potential future steps
- Developing an action plan

Partnership with EDHEC Business School



Make an impact

leaders

- Practical, interactive and collective workshops
- To develop commitment, entrepreneurship and collaboration at Kersia

Constantly improving quality of life in the workplace

Quality of life in the workplace, a source of well-being, is an essential aspect of the projects that the Kersia group aims to pursue for its employees in the years to come.

In 2020, a global project supported by PSYA was launched in France and will then be rolled out to all the group's entities by 2024. Its objective is to evaluate the balance that each employee can find between the constraints and compensating factors in work situations. A three-step approach is being implemented in which members of management, supervisors and employees will each be involved at their own level. By choosing a methodology that involves the participants, the group confirms its goal of involving employees in the reflection process and in the implementation of concrete and operational initiatives such as measures to prevent musculoskeletal disorders, the supply of health information booklets to employees and the training of drivers on health and safety risks and best working practices.

Constructive dialogue. In France and Germany, Kersia has set up two employee representative organisations as part of its legal obligations. But the group does not stop there and goes further by establishing monitoring committees with staff representatives, even in the absence of a mandatory legal framework. This allows for a constructive social dialogue, which has led to 13 major agreements in France, always guided by transparency.

Communicating freely

In-house teams share their daily lives on an internal collaborative digital platform. All the countries can thus communicate with each other about their professional successes, local events and challenges.



Collecting ideas

Aware of the contribution of collective intelligence and interactive projects, the Kersia group decided to go further in taking on board the ideas and expectations of its employees. The iDay project was based on this idea.

In the spring of 2018, all staff members were able to spend a full day expressing themselves on different topics: "simplifying our daily work", "improving our processes", "communicating better internally", "becoming a more responsible company", "developing our brand image", "improving client satisfaction", and finally "developing new products and services".

Thanks to a high participation rate (58%), 1426 ideas were submitted, 10% were selected and are now in place or being implemented. Since then, each department has been responsible for deploying solutions and projects in line with the ideas achievable for each category.

Measuring employees sentiment on a regular basis

In February 2021, we asked our employees to take part in a consultation on well-being at work. On the one hand, we wanted to measure the evolution of the impact of the pandemic on mental health and, on the other hand, we

wanted to support them on a daily basis by suggesting concrete solutions to manage the unprecedented crisis we are experiencing. In order to achieve these objectives, it was essential to take the company's pulse on a regular basis by listening to the teams and evaluating the results, in order to define the best responses, for the benefit of all.

Lesson No. 1

The majority of Kersia employees, all categories combined, took part in this consultation. This lends credence to the study and demonstrates your involvement within the group and your support for the values we uphold collectively.



PARTICIPATION



Lesson No. 6

You express pride in working for Kersia. This result gives us increased responsibility to maintain this high level of trust and adherence to the Group's values. It also reinforces the conviction that this team spirit and sense of belonging takes us all in the best possible direction.



SATISFACTION RATE AND SENSE OF BELONGING TO THE COMPANY



Promoting responsible behaviour.

Since its foundation, the Kersia Group has conducted numerous campaigns to raise awareness of its commitment in terms of responsible behaviour.

Kersia's Code of Ethics adopted in June 2019 sets out the basic principles and minimum rules to be respected in order to act with integrity and thus develop sustainable and trusting relationships with all stakeholders.

Maintaining diversity within the group

Respect for professional equality and the fight against discrimination is at the heart of our practices from the time of recruitment and during all phases of the employee's development within the group (access to training, development, separation, etc.).

The diversity of women and men, a source of enrichment for the group, is a priority. That is why objectives and actions have been defined, particularly on the topics of professional equality, the employment of people with disabilities, on integration programmes, and the promotion of non-discrimination from recruitment on.

In 2020, training to raise awareness of diversity, discrimination and harassment among managers was introduced. A watchdog process is available to all group employees worldwide.

Guiding employees towards ethical behaviour

Thanks to the implementation of a risk mapping process and the regular organisation of internal and external audits, each of the group's departments has provided itself with the means to control the risks of corruption and to implement action plans designed to strengthen the whistleblowing process by 2024. The risk analysis carried out in 2019 to meet the new "Sapin II" regulatory obligations in particular represents a milestone that gave rise to the group's code of ethics.

Thus, the group's commitment to respect human rights throughout its value chain has been reinforced by the development and communication of this code in 2019. It provides guidance if necessary to all staff in their daily actions and in their individual and collective decision-making. It defines what the group aims to promote in terms of behaviour among its employees, but also among its clients,

partners and other stakeholders: respect for people and the environment, and integrity in all circumstances. It has been communicated to all employees by now.

After having established the basic principles and minimum rules to be respected, we wanted to push the boundaries by going into greater depth on subjects that, on a day-to-day basis, require more attention according to risk mapping. Thus, as part of our anti-corruption programme, because the line between courtesy and corruption can sometimes be difficult to identify depending on each country's culture, we have created the gifts and invitations policy, which strictly prohibits gifts and invitations when they constitute more than a symbolic value or may appear to be of a nature to influence a business relationship or a decision.

Preventing errors

An alert system for non-compliance with the code of ethics has been set up. It is anonymous and has been translated into 12 languages to make it accessible to all. It is accompanied by an ethics committee made up of three members: the CEO, the HR department and the legal department.

The system guarantees confidentiality of identity and reported facts. In order to establish security in the handling of the alert, the reporting process is encrypted and password protected, and all alerts are treated confidentially. An alert can be submitted very easily through a link communicated to all employees.

Ensuring safety. At Kersia, health and safety is never compromised at any site, for all employees and partners. Particular attention is paid to prevention and improvement of working conditions, but also to raising awareness of risks and hazards, not to mention training in the application of strict safety standards. Safety represents more than 20% of training hours within the group.



High-risk populations are our priority

High-risk populations, pregnant and breastfeeding women, young trainees or apprentices are given special attention in order to inform them and to adapt their workstations within the facilities. In the event of a change in situation, a risk assessment is carried out in order to make recommendations for adjustments if necessary.

Guaranteeing safety up to and including our clients

Through a full training programme for staff and clients, Kersia contributes to risk management throughout the life cycle of its products.

By selecting raw materials for the manufacture of products whose impact is perfectly controlled throughout the entire

manufacturing, use and disposal process, Kersia constantly strives to develop its ranges in order to aim for a "0" risk in use. The detection of a certain number of controversial substances systematically leads to the development of alternative solutions. The workers who manufacture the products, the teams who offer them and all the people who use them are regularly trained in the handling of all the products.

We also want to help prevent negative impacts by sharing our expertise. For example, we offer a comprehensive programme to raise awareness of the regulations, safe handling and storage of products. We provide specific information to our partners on the safe use of the product. We have in place a formalised process for assessing and documenting user health and safety risks. Our internal tool KITE, developed for more than 30 years in accordance with the group's evolving needs and regulatory changes, ensures perfect control of information throughout the product's lifetime.

Creating solutions



The aim is on the one hand to support a network of social entrepreneurs, and on the other hand to encourage this type of approach within Kersia itself.

We have therefore created a space in which employees are allowed to devote part of their time to this. With the support of the highest level in the company, that of their manager, and through the meeting of cultures, this programme aims to encourage individual initiatives, to develop skills such as entrepreneurship, adaptability, creativity and emotional intelligence so that everyone in turn participates in change. This joint project contributes to the individual change in mindset, thus constituting the first step towards collective change. In order to get as many employees on board as possible, we provide three levels of involvement:

- Join the programme for an 8-month training course to become an ambassador (like Nicola Bellamy opposite!) and develop their soft skills (creativity, leadership, etc.). We hope that in the long term 10 to 15% of employees will become ambassadors.

- Participate freely in regular webinars on various topics (e.g., food insecurity).

- Participate in inter-company meetings to share similar initiatives.

Ranked as the 5th most influential NGO in the world by NGO Advisor, Ashoka supports the world's largest network of 3,500 social entrepreneurs (Ashoka Fellows) in more than 92 countries. The identity of these men and women is based on their entrepreneurial qualities, but also on their ability to take on board social, environmental and economic challenges. By creating a dynamic of questioning, dialogue and action conducive to permanent change, Ashoka fosters the emergence of major innovations, while supporting the development of social enterprises.

Committed and different with Ashoka. We aim to be a sustainable company, able to adjust to the changing world, able to be open-minded to find new solutions adapted to tomorrow's challenges. We want to inspire each employee, encouraging them to look outside the usual system, developing their skills so that everyone dares to act differently. For this reason, Kersia has committed to an ambitious programme in 2019 with the international NGO Ashoka.

Nicola Bellamy
(Technical Service
Manager – Kersia UK):



What does the Ashoka experience mean to you?

Wow, to me the Ashoka experience has been a whirlwind of knowledge sharing and networking, resulting in lots of ideas swirling around in my head! Initially, I didn't know what to expect, but thanks to the great programme and my connections with the amazing "Ambassador Clan", I soon realised that what I would get out of this experience would be unique. The support we received from the Ashoka team was incredible. The stories that social entrepreneurs from around the world have shared with us are truly inspiring, as they are bringing about significant improvements to society. They instilled the belief that with the right mindset, EVERYONE CAN BE AN AGENT OF CHANGE.

Participating in the training of young people

Working together with schools



**QUEEN'S
UNIVERSITY
BELFAST**

Northern Ireland

The aim of this two-year partnership is to study positive microbial flora in farming. The development of mapping and diagnostic tools will be carried out to enable an approach on experimental farms. This project was launched in 2021. It is being carried out by a research associate recruited on this subject and supervised by a University professor.



A thesis is being written and financed by Kersia at the University of Rennes for the study of membrane surface cleaning in the food industry. An ANR project financed by Kersia provides funding for the laboratory.



**UNIVERSITÉ
LAVAL**
Québec - Canada

The Musculo research chair is funded in partnership with the Canadian government, the province of Quebec, Coop Advantis and Olymel. It is dedicated to the advancement of knowledge in the field of quality and safety of fresh and processed meat products. It was launched in 2020 and will run for a period of 5 years. Theses and field trials will allow the analysis of problems and the testing of solutions for the eradication and control of identified pathogenic strains.

Welcoming apprentices

A policy of welcoming young people into its entities: interns, work-study students, young recruits.

Testimony by Antoine LEGRAND, work-study student for one year in Hypred Dinard's QSE department (part of the Kersia group) in 2020 and 2021

Raising awareness among the youngest and to be able to recruit the talent that will enable the group to meet the challenge of food safety in the years to come, Kersia has developed several partnerships with schools and universities, as well as a policy of welcoming young people within the group.

"After earning my MGRI degree, I was looking for a job in the QSE field. For more than a year, I worked as a temp in order to have an activity while continuing my research in my field of study. In September 2020, I was given the opportunity to take a second Bac+3 course, this time as a work-study student in Hypred's operational QSE department.

My integration went very well, with a period of immersion in order to get to know the business and the different departments as well as possible. I took on different missions with responsibilities and challenges for the company during my training period:


- Update of the DUERP with the integration of the COVID-19 issue
- Pilot on the complete reassessment of the company's chemical risk, which includes (change in methodology, rating and assessment system, planning of OELs (Occupational Exposure Limits) and analysis of extractions).

- Management of waste monitoring for Hypred, Hy-Nutrition and the Kersia head office (recording of waste monitoring slips, regulatory monitoring of PACs (Prior Acceptance Certificates) and transport certificates).

- Incident/accident management (recording and integration into the tool, root cause tree).

- Daily QSE (rounds, regulatory monitoring, updating of documentation (instructions, notices), DCR, client complaints).

Initially hired for a one-year work-study programme, I was offered to continue within the company and to join them for two more years to complete a Double Master's MDO (Operational Management Manager QSE) at CESI in Brest. I obviously accepted, because the scope and challenges of the activity really appeal to me and I still have a lot to learn. To conclude, I would say that work-study is one of the best ways to learn, as you can directly apply the knowledge and tools provided by the training to the business world."



Innovating responsibly. Through a responsible innovation approach (environmental and/or social and/or economic benefits) Kersia develops a special relationship with its clients and the users of its products. In practical terms, this means producing products, packaging or methods of use (automatic dosing, contactless use, etc.) that contribute to the protection of the health and safety of users and the environment. The innovation process tends to include these considerations at every stage, from the pre-project phase to the marketing study and the marketing of products and solutions. The three main areas of innovation are based on sustainable chemistry, biotechnology and the use of digital technology to promote prevention and anticipation.

Anticipating needs

Product-centred innovation has led to solutions - such as single stage cleaning and/or disinfection - that reduce the amount of product, water and energy required during the use stage. To take this a step further, Kersia has developed products that improve the quality of the water generated after use of the products in terms of lower chemical oxygen demand (COD), lower nitrogen (N) and phosphorus (P) content, and better biodegradability - in order to guarantee respect for the environment regardless of the methods used. This range of products currently represents 20% of the volumes manufactured.

While the group has always been able to anticipate regulatory developments and has taken steps to monitor and make effective recommendations, it must also take into account the changing expectations of its products' end users, which often go beyond the regulations. By offering product ranges that are "free of controversial substances" and by helping its clients to understand consumer expectations, it contributes to the progress of the entire food chain.

Investing in biotechnologies

The solutions Kersia currently provides are the result of a permanent quest for the principle of sustainability. Climate change, the necessary progress in the protection of users and consumers, as well as the critical blend of economic performances with food safety guarantees have convinced the group to make a paradigm shift. That is why we develop innovative, alternative and complementary solutions such as biotechnologies, for our partners and clients.

For a few years now, the raw materials portfolio has been the subject of an in-depth audit and in June 2019 led to decisions of strategic acquisitions in the area of biotechnologies (*Choisy Laboratoires*, Canada). Equipped with fermentation facilities and extensive experience in biotechnology, today the group is able to select responsible biobased surfactants from its suppliers through "white biotechnology". These molecules provide the same guarantees of effectiveness as those derived from traditional chemical processes whilst improving the protection of users and consumers. They also make it possible to avoid the use of fossil fuel sources, thanks to the use of carbon already present in the atmosphere, due to the use of bio-waste..

In addition, because regulatory systems are naturally present in certain micro-organisms, such as bacteria, to fight the establishment of pathogens, innovation projects are underway to support the decreased use of antibiotics on farms.

Better resource management with digital technology

Our responsibility is to recommend just the right quantities for use by ensuring good practices throughout the downstream chain.

Kersia aims to rely on new digital technologies - artificial intelligence, big data, mobile applications, connected devices, etc - to develop new services for its clients. Regardless of the area, the aim is to develop digital solutions used:

- *To provide input to the monitoring by the technical teams on farms, in agro-food factories and in the collective catering sector, in order to offer the most effective solutions.*
- *To create, populate and share databases of results allowing the group to offer its clients a prevention approach based on predictive risk analysis.*
- *To advise users on the proper use of products in order to reduce quantities used and also to be able to launch other good practices with respect to hygiene.*
- *To better control the lifecycle of product packaging by geolocalising them for more efficient collection and recycling.*
- *To better anticipate the effects of climate change by issuing alerts in the event of an inappropriate rise in temperature.*

Developing strong brands

With more than 1600 registered brands in the world, our group has put in place constant monitoring aimed at protecting its assets but also to respect the right of ownership.

Making better use of digital tools. The majority of our employees now use computers as their main working tool, as well as all of our stakeholders, which is an important social and environmental catalyst. Consequently, we first complied with our legal data protection obligations (GDPR) by implementing a personal data register in 27 countries. But we wanted to push the boundaries, with the mission to supervise digital use by providing recommendations for use, for a better social but also environmental impact.

Advising users

CYBERSECURITY TRAINING - An e-learning platform is dedicated to cybersecurity (MyCompliance). Despite its recent implementation, participation stats are highly encouraging, across all subjects.

IT CHARTER - Our IT charter, currently

signed by more than half of our staff is being deployed across all entities. It suggests security measures, advocates respect for work tools, shows how to manage documents, how to use email or the internet, and defines bans such as violating the dignity of others.

Reducing the environmental impact of digital technology



Ecosia - In order to reduce the environmental impact of digital technology, the group has installed the browser extension Ecosia on all computers. Even if we cannot reduce greenhouse gas emissions due to our searches, we can make the most of them by encouraging initiatives such as Ecosia. The profits made by Ecosia are reinvested in the planting of trees in areas where they are most needed. We are proud to take part in the financing of the 130 million trees planted by Ecosia.

Regular communication - Every month, an outreach document on social or environmental issues is circulated to all our employees. They are thus made aware of subjects such as the climate and the impact of digital technology. Advice is available to them on how to reduce their personal and professional footprint: cutting down on the number of emails sent, regularly cleaning out their mailboxes, switching off equipment, etc. This communication leads to a reinforcement of local practices, as is the case here in Ireland.

Deirdre Forte,
Human Resources Manager
in Ireland

Like nearly all my colleagues, I appreciated the group's initiative. So, as an ambassador for Kersia's environmental and social values, I felt it was important to align myself with this digital strategy vision. I therefore shared this information on the impact of digital technology with my team, focusing in particular on



emails.

The digital "detox" session has proven to be highly successful, with 93% of employees having actively participated. It has provided the opportunity to everyone to clean and tidy up their computer, to reduce the number of files and attachments. Consequently, it has simplified access to files, while contributing to the overall CSR programme.

Many of us were not aware of the environmental impact the sending of emails, attachments and images has. We aim to pursue this improvement by remaining aware of our impact, and by dedicating time every month to managing our messaging. That is how we have incorporated digital "detox" sessions in our new responsible office policy.

Richard Slater,
Information Systems
Security Officer



It is important that staff be aware of cybersecurity risks and threats the group has to face. In order to allow for large-scale awareness raising, we have developed a programme that now allows us to provide training throughout the year on various security topics. By doing so, we build a security culture that I hope will enable us to prevent security violations and attacks in the future.

PERCENTAGE OF STAFF HAVING ATTENDED VARIOUS CYBERSECURITY TRAINING CLASSES IN 2021



35 participants
(almost all of staff)

97% of participants
appreciated the digital detox session and will continue in the future



Responsible production

Giving preference to local and responsible suppliers. Even though we are an international group, our aim is to promote local employment and to limit our impact on the environment. In our supplier charter, we undertake to give preference to local purchases (supplier can only operate in a single country).

We work with approximately 10,000 suppliers, 30% of whom are locals

Our ambition is to have precise knowledge of the three elements – material/supplier/country in order to create partnerships with at least two suppliers. This background work and investigation into the origin of supplies, their technical properties (MSDS, technical data sheets, composition, etc.) and their place of manufacture, based on information from manufacturers or traders, constitutes a solid foundation both for controlling the risks of supply chain disruption and for improving our contribution to the carbon balance.

Kersia has drawn up a charter for all its suppliers and subcontractors. Translated into all languages, it allows to widely disseminate the group's expectations notably as regards the respect for human rights. The rules for listing and delisting are transparent and include criteria consistent with the CSR strategy (origin of raw materials, collection and recycling of packaging, etc.). With a view to helping its suppliers to progress by offering them support, if necessary, KERSIA aims to finalise the mapping of risks and the implementation of associated action plans by 2021.

Developing respectful relationships with all stakeholders. Internal and external stakeholders impact or are impacted by the activities of the group, which aims to develop respectful and beneficial relationships for everyone. The analysis of their level of influence, the existing dialogue, and the recording of their expectations through regular surveys allows us to better assess their importance and their needs.

Positively impacting the region

Jobs

Kersia is committed to providing stable employment throughout the world. Mainly linked to the demand for temporary activities in France, Ireland and Canada, temporary jobs are entrusted to long-standing employment partners, able to integrate the group's evolving needs, and to respect and enforce our commitments in terms of training and respect for the code of ethics.

For many years, several sites such as that in Dinard (France) have developed a partnership with establishments specialised in the *Service d'aide par le Travail*, by subcontracting part of our operations such as the packaging of non-hazardous products and the maintenance of our green spaces. Beyond the quality of the service provided, this makes it possible to guarantee local employment for people with disabilities.

Promoting local projects

Our CSR delegates are regularly asked to take part in various local campaigns: participation in conferences related to CSR issues, business clubs, support for local associations: charities, sports, cultural. Each country is autonomous in its choice of participation in local life as long as it takes place around its industrial facilities and in accordance with the group's strategy.

Each year (when possible), Kersia opens its doors to employees' families, industrial site residents and local authorities.

Associative

Associative commitments are numerous across the globe. In order to better share them, in 2022 the group will set up a platform for the exchange of initiatives. Here is the example of a solidarity race organised to raise funds for the fight against cystic fibrosis, with photos of participating employees.

MOVE FOR MUÇO 34 KM TO BEAT CYSTIC FIBROSIS

Solidarity run - Move for Muço
Beating cystic fibrosis// Kersia internal challenge

It is the story of Nathalie Luc, French employee at the Boz site, mother of 3. Her eldest daughter Morgane, 26, has cystic fibrosis. Last year was not easy with the new treatments, the Covid crisis, the loneliness... Morgane's determination and courage gave Nathalie the strength to make a commitment. She set herself the challenge of running or walking 34 km to raise funds for the fight against cystic fibrosis. Why 34? Because in France, one out of two patients with this disease does not reach the age of 34.

We want to be there for Nathalie and Morgane by helping them raise funds. Running is living, so run for Morgane and others by taking part in this challenge.

Between 24 April and 7 May: rack up 3000 km by running or walking, without limits.

These kilometres will be converted through the application into donations for this cause: Kersia will donate 20 cents for each kilometre run to the Beating cystic fibrosis Association



Thanks to everyone's efforts, the prevention policy conducted for several years has led to a drop in the number accidents year after year despite the expansion of the perimeter, the number of industrial facilities and the number of hours worked. The security dashboard can be viewed by all users of the platform, and is analysed on a regular basis for optimum monitoring.

Managing risks

Safety

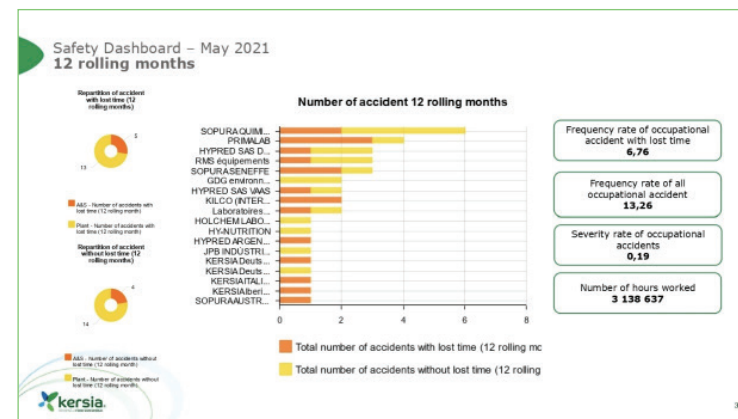
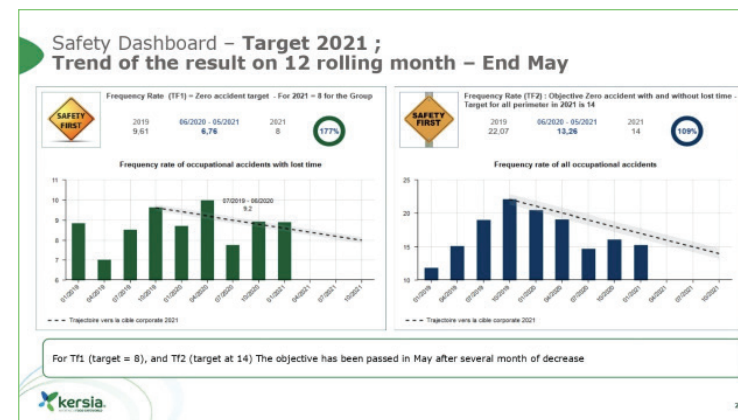
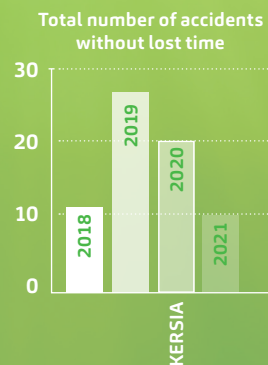
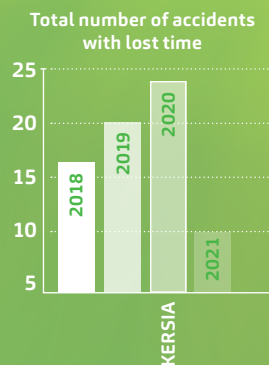
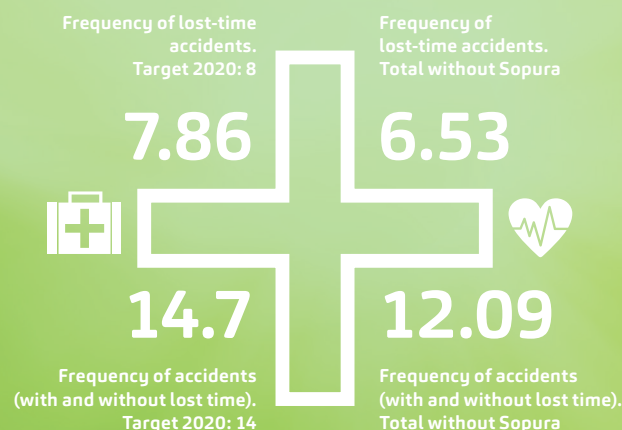
Providing a safe working environment and being responsible for all staff remains one of the group's priorities. In order to guarantee that this commitment is respected throughout the world, ISO 45001/OSHAS 18001 certification (health and safety at work) is already in place in 50% of our facilities and will be extended to the group's sites integrated at the end of 2020 by 2024 and for all the group's sites integrated later, by 2027.

In order to improve our practices year after year, we measure our performance in terms of safety on a monthly basis through various indicators to achieve our goal of zero accident policy and of maintaining ISO certifications.

What is more, every two years, performance of the entire organisation is checked by an external agency (Santé Socotec) on 16 checkpoints. Issued recommendations give rise to the various action plans.

As part of the group's QHSE and CSR policy, health and safety results are collected, analysed and shared on a monthly basis.

Work focuses for 2021 and 2022: formalisation of the product management policy, development of a group risk management and crisis management procedure, enhancing the visibility of the health and safety process, development of multi-skilling in the drafting of safety data sheets, and lastly, implementation of a systematic annual audit of safety document compliance.



A safety newsletter is issued twice a year, containing all the detailed and developed indicators to monitor continuous safety improvements throughout the year.

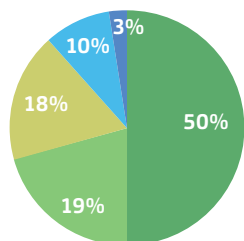
ANNUAL REVIEW 2020

A total of **111 safety-related events** were reported in 2020 within the Kersia Group.

These events have for the most part affected employees at industrial sites, particularly in Europe.

28% involves accidents with and without lost time; 69% involves minor accidents, first aid and near misses: this again shows good data collection and the willingness to act for prevention.

Reporting and analysis of the latter two categories of events are in fact essential for the implementation of preventive action to minimise the number and severity of future events.



Kersia's commitments to combat climate change

| | | | | | |
|---|--|---|---|--|--|
| <i>Understanding the risks of climate change and limiting their consequences by implementing targeted actions</i> | <i>Assessing the extent of our dependence on fossil fuels and anticipating the economic and social impact of their depletion</i> | <i>Raising awareness of climate change for all employees in a playful way</i> | <i>Listing our greatest greenhouse gas emissions, including upstream and downstream of production</i> | <i>Defining medium and long-term reduction targets</i> | <i>Communicating our objectives, actions and performance</i> |
|---|--|---|---|--|--|

ACT | ASSESSING LOW CARBON TRANSITION®

ACT - STEP BY STEP

- ⬡ **Trajectory 1.5° (Science-Based Targets)**
- ⬡ **5-step process (over a year)**
- ⬡ **Evaluation grid at each step**
- ⬡ **Implementation and monitoring over 2 years**

Physical and environmental risks

Being specialists in the mixing of chemicals, we do not have any chemical synthesis activities, which limits the inherent physical risks. However, several of the group's sites are subject to Seveso high threshold or equivalent authorisations due to the storage of certain chemicals classified for physical or environmental risk.

The risk management measures imposed by this type of regulation and/or by obtaining ISO 14001/ISO 45001 certification constitute powerful guarantees in terms of risk control. These guarantees will be deployed to all of the group's facilities through the triple certification objective by 2024.

Risks linked to climate change

Climate change primarily impacts the operating conditions in our factories and those of our suppliers, resulting in risks to the availability of raw materials and finished products. Climate change also promotes contamination of the food chain, thus increasing the risk of health issues from farm to fork.

In order to limit the group's risks, better anticipate them and ensure the continuity of its activities, the Kersia group has diversified its geographical presence through the acquisition of industrial sites. Its global and local purchasing network enables it to guarantee multiple supply sources and to control production processes.

In 2021 Kersia launched ACT-S with the ambition to reduce greenhouse gas emissions.

ACT - Assessing low Carbon Transition - is a joint voluntary initiative of ADEME and the Carbon Disclosure Project (CDP), part of the Global Climate Action Agenda (GCAA). The ACT initiative aims to provide companies with methods and tools on the subject of low-carbon transition, so that they can contribute to the decarbonisation of their sector of activity and to achieving the objectives of the Paris Agreement. The ACT step-by-step approach is based on the adaptation of the standard Plan - Do - Check - Act continuous improvement approach to the process of defining and implementing a low-carbon strategy and to the reorganisation of strategic decarbonisation levers

Crisis management

In order to support its growth in complete safety and to support the growth of its partners in all countries across the globe, the group is setting up an organisation to ensure a permanent global watch and is currently working on finalising a crisis management system designed to coordinate all the systems that have been in place locally for a number of years in order to guarantee the same expertise and reactivity whatever the type and geographical origin of the crisis.

Covid-19

The crisis we have been going through since 2020 was unpredictable and we undertook to protect our employees in all countries across the world regardless of the organisations put in place by the countries during this period. Through regular communication on the rules to be implemented (respect for barrier gestures, WFH, remote events, etc.) we maintained the health and cohesion of all our teams and kept in close contact with all of our partners.

The social barometer of March 2021 enabled us to measure the impact of the health crisis on the morale of our teams, despite their adjustment to changes in working methods. Fortunately, we were able to ascertain staff satisfaction with the management of the health crisis within the company.

Opening up to WFH for the whole group for eligible positions

Lesson No. 3

A little more than a third of us have experienced a sharp increase in our emotional load and in sleep disorders. As a reminder, our psychological support units are available to you, in complete confidentiality, to help you put words to this feeling of unease. Do not hesitate to ask for them.



INCREASED MENTAL LOAD AND SLEEP DISTURBANCES



Lesson No. 4

A large majority of us have managed to adapt to the constraints of social distancing and changes in working methods imposed by the health crisis. If you have any questions or needs in terms of flexibility or adjustment to your working conditions, our managers are there to help you make your work easier.



IMPACT OF SOCIAL DISTANCING MEASURES AND CHANGES IN WORKING METHODS



Lesson No. 5

A very large majority considers that Kersia's response to this crisis meets their expectations. We interpret this result with humility, which is necessary in this particular context; however, it reinforces our motivation to support you on a daily basis to enable us to continue to face the current storm in the best possible conditions.

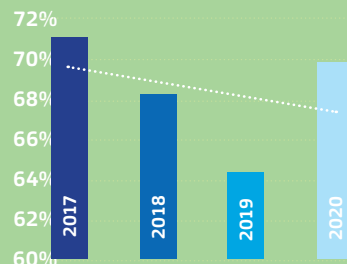


OVERALL SATISFACTION/RESPONSE RATE AND RESOURCES PROVIDED BY KERSIA



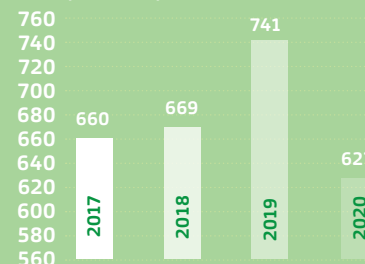
EVOLUTION OF WATER CONSUMPTION AT THE DINARD SITE - PERIOD 2017 - 2020

Percentage of water incorporated as raw material



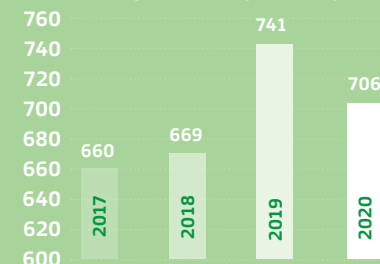
Between 65 and 70% of water used as raw material

Litres of city water used per tonne produced



22% less consumption of drinking water thanks to the recycling of the water leaving the WWTP (wastewater treatment plant)

Litres of water used (city water and recycled water) per tonne produced



Result: 8% reduction in total water consumption on site in one year, thanks to optimised washing and leak detection. These measures will continue in the future.

Responsible production

Water - Focus Dinard

Since 2003, we have been developing an investment and research programme in view of recycling part of the water used on our production sites, in order to avoid discharging it into the city's water treatment plant. We were able to treat 11,000 m³ of water in our own treatment plant, coming from our cleaning process and from rainwater.

In 2018 we invested in the development of the treatment plant with a new buffer tank and two bioreactors, in order to be able to reinject water directly into our production process. As a result, we were able to improve the treatment of the raw sewage, which meant that the water did not have to be routed to the city's water treatment plant.

For a year now, we have been able to reuse the water treated in our plant directly in our industrial water. The water's properties are closely monitored, with tests carried out twice a week to ensure optimum quality. In this way, we reinject the treated water not only into the washing process, but also as a raw material into our products, achieving circularity.

WATER CONSUMPTION 2020:

178,000 m³



WASTE PRODUCED IN 2020: **6,000t** OF WHICH **98%** HAS BEEN RECYCLED



Emissions - In conjunction with the Eco2 Initiative we were able to come up with an initial estimate of our greenhouse gas emissions, based on the year 2019.

SCOPE 3

0%



Visitors' travel
Home – work commute

82%



Purchases of goods and services
(Metals, chemicals, consumables, services, etc.)

3%



Depreciations
(Buildings, vehicles, IT equipment, etc.)



2%
Inbound transport



kersia
INVENTING A FOOD SAFE WORLD



ALL OF KERSIA'S ACTIVITIES

Building consumption:
ENERGY, cooling, process gases,
car rentals for travel,
Freight between sites

3%

SCOPE 1-2



Business travel
(Without car rentals)

0%



Treatment of
produced waste

1%



Product
distribution

7%



Use
of products

-0%



End-of-life
of products

3%

Solutions intended for our clients



Promoting sustainable mobility

Optimisation of the transport of products

Our logistics flows have been optimised for many years, thanks to partnerships that allow us to set up local warehouses and to the use of digital tools for optimising supply chain processes. In France, the fleet of vehicles used

to transport products to our clients is 100% Euro 6 (standard setting low emission rates). Drivers are trained in eco-driving, the fleet is equipped with robotised gearboxes, truck satnav systems and on-board computers.

Focus Kersia Sweden: To be noted that Kersia Sweden is the group's first subsidiary to place an order for 100% electric vehicles for two of its sales reps.

A fleet in constant development

The criteria taken into account for the annual update of the group's "vehicle policy" are obviously safety and appeal for the employee, cost, but also respect for the environment in accordance with our CSR policy. The CO2 emission rate is limited and fine particle emissions are controlled.

Gradually, each country is adapting its range of vehicles for eligible staff, obviously by assessing the emission and consumption criteria, the impact of alternatives to diesel over the entire life cycle, and by adapting the offer to the needs for autonomy and availability in each country.

Promoting sustainable mobility

We have a long history of providing solutions to improve food security throughout the world. Our expertise is now established and recognised, and we aim to go the extra mile with the ambition of developing a model focused on the economy of functionality. To the already proven technicality of our solutions, we wish to add commitments to positive impacts on the environment and health (human and animal). We are now encouraging all projects linked to the development of solutions that allow for a reasoned use of products, with adapted doses, applied at the right time, notably thanks to digital tools.

Improving environmental impact and animal welfare



In order to develop even better solutions for our clients and to improve our social and environmental impact, we have invested in a start-up called Connecterra. They have invented Ida, an artificial intelligence tool coupled with sensors to advise farmers on the management of their herd. We provide Kersia's know-how to make recommendations to farmers for the best use of products, from animal feed (feed supplements) to milk quality through hygiene.

By helping farmers to anticipate the needs of their animals, we help to reduce their impact on the environment, increase animal welfare, and improve working conditions for farmers.

Active member within professional associations in its area of activity, notably in Europe, Brazil and Canada, the Kersia group benefits from privileged contacts with the entire profession, public authorities and consumer associations. Within the technical

Active participation in professional associations

committees, the group's experts share their skills in order to better monitor the sector's regulatory news and together keep the finger on the pulse of the changes in expectations on the part of all stakeholders.

Involved clients: In 2021, for the first time, the Kersia Group used a satisfaction and expectations questionnaire, common to all countries, to conduct the "ACT for a positive impact" scheme throughout the regions.



THEY HAVE ALREADY ASKED US ABOUT OUR CSR STRATEGY

A virtuous model

Increasing the renewable energy share

Kersia operates in the chemical industry and its product formulation business leads to relatively low energy consumption compared to other actors in this sector. Concrete actions have been put in place in order to collect, monitor and reduce energy consumption like for like (electricity, gas, fuel). Since 2019, a special focus has been placed on accurately measuring the level of renewable energy use at each of the group's industrial facilities. The aim is to encourage energy suppliers to increase the share of renewable energy in the group.



PERCENTAGE OF ELECTRICITY FROM
RENEWABLE SOURCES IN 2020:

28%

Acting for water conservation

Water is an essential commodity for human life and health. Providing drinking water to 7 and even 9 billion people by 2050 and reducing chemical and bacteriological pollution of water on the planet are two major challenges in the 21st century. The group's most significant environmental impact is related to its water footprint. Given its activity, Kersia is a committed player in the preservation of water through three main lines of action:

Making water safe to drink to guarantee food safety from local resources. Kersia is the world leader in the production of water disinfection tablets with its AQUATABS® offer and is acting today in order to ensure that everyone has access to the water they need tomorrow.

aquatabs 

To provide cleaning and disinfection solutions that reduce water withdrawal in the agricultural and agro-food sectors. For example, we offer no-rinse (and residue-free) and single-phase products, which save 20-25% water, and can audit and advise customers on their cleaning methods.

Equip our industrial sites with water treatment processes that allow it to be

The transition from the linear economy to the circular economy is one of the building blocks for the industry of the future. An important lever in the framework of the energy transition and the fight against climate change, the integration of the circular economy in all of the group's activities requires precise and progressive actions. A lot of work is currently being done to contribute to the transition to the circular economy. Kersia has chosen to focus on the deployment of renewable energy consumption, water and plastic recycling.

reused in the manufacture of our products. Kersia has been committed for many years to reducing the amount of water taken from the surrounding environment. The investments made at the Dinard site (France) over the past 3 years in terms of water recycling have enabled us to achieve a reduction in water consumption of around 19% despite an increase in production. By 2024, each of the group's facilities must conduct a similar review and implement solutions that show a significant reduction in water consumption. For more details, see page 22.

FOCUS FRANCE: R-PACK

Short-loop recycling has been possible for a long time thanks to the partnership set up locally around our clients' facilities with the Emb.i.pack company in France.



Today, Kersia is going one step further by studying the use of packaging with a recycled plastic component. Once collected, the packaging is

sorted, washed, transformed into HDPE and 25% of it is reintroduced into new packaging.

The innovation consists of having obtained approval for this type of packaging for the packing and transport of dangerous products, which are much more demanding in terms of safety.



Cutting down on packaging

Expectations on the part of consumers and authorities today are particularly high in the area of the recycling of plastics.

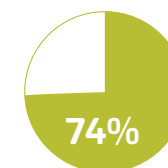
Having been aware of this issue for many years, Kersia has changed its economic model to a circular model. Since 2003, the group has been contributing to the mobilisation of the sector around this topic and has positioned itself as a forerunner in the recovery, reuse after repair or total transformation, of plastic containers at its clients' premises and all the way to the user's premises for both agro-food and agricultural activities. These initiatives allow for savings on the purchase of new packaging, but also for a reduction in the amount of packaging to be destroyed, and an increase in the share of reused waste.

If certain countries like France today achieve a packaging collection and recycling rate in excess of 50% through models set up by the group through collaborations with local partners, the goal is clear: collection and recycling must be deployed more widely to all countries by 2024.

EXAMPLE OF RECYCLING IN FRANCE

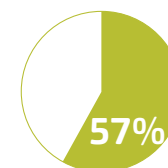


AGRICULTURAL MARKET



Collected & Recycled

AGRO-FOOD MARKET



Collected & Recycled

In 2020, in France, we collected and recycled 74% of our packaging for the agricultural market and 57% for the agro-food market.



As Sopura has recently joined the group, we publish the indicators for this part of the group here.



USE

These jerry cans are sent to the "crushing and cleaning" chain and the granules are recovered in plastic materials such as pallets

INITIATIVES EARLY 2021

Establishment of a Belgian cleaning channel for internal reuse at Sopura for one type of product (approximately 10% of jerry cans).

25% is washed in a local facility for reuse with the same product. 10% has to be destroyed due to deterioration
Balance sold to external reuse facilities

IBCs come from the packaging of our products but also from the raw materials received. More than half is washed by a local facility for internal reuse (production and packaging), about 40% is resold to recycling facilities, and only 7% is sent for destruction because damaged.

Establishment of a Belgian facility for washing and additional use of IBCs for a specific product type.

Ensuring waste treatment

Waste other than plastic represent much smaller quantities within the group. Beyond its regulatory obligations, the Kersia group wants the collection and recycling of waste to be part of a dynamic that promotes the circular economy by ensuring that its waste is turned into a potential new resource.

In this respect, Kersia ensures that each of its entities has set up a system enabling the traceability of its waste (hazardous and non-hazardous), and authorises the banning or contractual obligation of certain treatment methods, such as banning landfill or requiring recovery.

Protecting biodiversity

As the group's historic site is located in the municipality of Dinard in France, close to a natural area of ecological, fauna and flora interest, Kersia has learned to control its impacts on biodiversity. Kersia is now working to deploy this expertise around all these installations by communicating more actively about its achievements:

- Search for and use raw materials of natural and renewable origin. If the substances are of plant origin, they should not be of endangered species and their production should not endanger biodiversity. In order to achieve concrete results quickly, the group works with various private partners and research laboratories on this topic
- Development of biodegradable products in order to reduce the pollution load on its water treatment plants and those of its clients.
- Installation of discharge treatment solutions at its industrial sites to eliminate discharges and limit water use.
- Implementation of a packaging collection and recycling scheme to help eliminate plastics from the environment.

Focus UK:

In Great Britain, Kersia collaborators have understood the importance of awareness raising. They chose to distribute water bottles with a leaflet explaining our CSR policy, the purpose of this initiative and detailed information on the impact of plastic on the environment.



- Implementation of preventive biosecurity solutions in farming, which limit the use of antibiotics and hence their impact on biodiversity.
- Offset negative impacts by participating in biodiversity initiatives. For example, two teams participated in the green marathon in Rennes (France). They ran to ensure the planting of 84 trees.
- Raising awareness of the issue of biodiversity among employees by organising Fresque du Climat and biodiversity workshops. Raising awareness among all stakeholders by promoting partnerships with local players for local preservation initiatives.

THE CLIMATE COLLAGE
You're holding all the cards

To-do list

The team

- Camille Fauchon
- Christophe Vaconsin
- Frédéric Mantsi
- Edouard Gautier

Feel like taking part?
Send an email to: coralie.zen@kersia-group.com

The acknowledgment of our commitment



Cleanly Committed (Afise) Focus France

In order to be in line with our profession's new needs, we participated in the creation of a CSR sector label within Afise (French association of detergent industries). The aim of the "Cleanly committed" label is to provide all companies in our sector, whatever their size or age, with a common tool, designed for them and enabling them to initiate their CSR approach and to promote it.

The Afise CSR framework transcribes the ISO 26000 guidelines in light of the specific challenges of the detergents, cleaning products and industrial hygiene sector, based on 5 commitment areas and 22 criteria. These five principles are called: a responsible and committed sector, products that respect the environment and health, promoting responsible consumption, a sustainable sector, and finally mobilising talent.

AFNOR Certification has supported AFISE in the development and structuring of its sectoral labelling system for its member companies, as well as in the context of the CSR Platform's experimentation with sectoral labels.

Labelled at level 3 out of 4 (15 criteria satisfied out of 22), Kersia is aiming for excellence with the ambition of reaching level 4 in 2023 (more than 19 criteria satisfied out of 22).

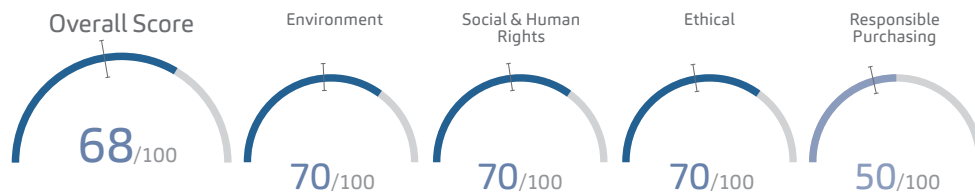


Ecovadis

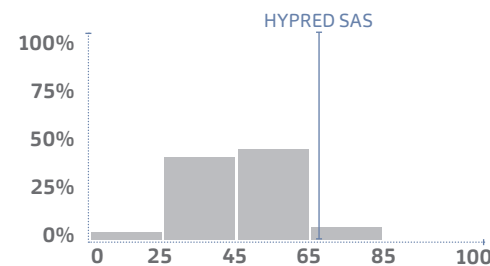
Since 2010, Kersia has contributed to the Ecovadis platform through several of its entities. The collected data is evaluated and compared to other companies on environmental, social, ethical responsible purchasing topics. These results published on the Ecovadis platform promote transparency and trust between Kersia, its clients and suppliers. Regular re-evaluations allow to monitor the programme's progress.

PERFORMANCE IN TERMS OF CSR

● Advanced ● Moderate — Average Score

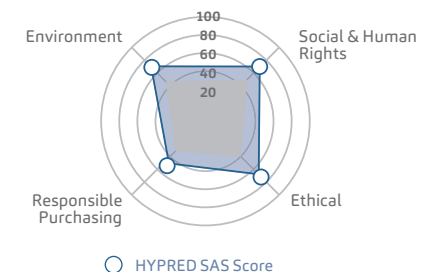


DISTRIBUTION OF OVERALL SCORES



All companies in this sector evaluated by ecovadis

COMPARISON OF TOPIC SCORES



All companies in this sector evaluated by ecovadis

Audit of our shareholders and investors

The investors of the Kersia group have made CSR a central focus of their strategy by participating in various initiatives for sustainable finance (*Forum de l'Investissement Responsable, France Invest -Association Française des Investisseurs pour la Croissance*). For the past 5 years, they have been supporting Kersia in a continuous improvement process of its CSR performance through an annual on-site audit carried out by auditing firms. Kersia shows a highly satisfactory level of performance on the topics of human capital, environmental management and relationships with its external stakeholders and takes advantage of each audit to develop its action plan.

Product certification

Societal expectations are evolving in line with scientific progress. Today, the elimination of controversial substances and the absence of residues of dangerous chemical substances constitute an expectation in terms of food safety control, in the same way as the control of their microbiology.

In order to satisfy this, Kersia has chosen to develop certified products, recognised as respectful of the environment and of health.



Focus Canada:

The Canadian range currently offers 13 “Ecolabel” products For the cleaning of collective kitchens. The obligation to specifically formulate these products on the basis of raw materials that limit the environmental impact, combined with the measuring of the cleaning performance in accordance with defined

and regularly reviewed criteria, drives the group to progress day after day. The logo affixed to the product reflects this certification.

Certification of industrial sites

For many years, the majority of the group's industrial sites have been certified on one or more topics: quality (ISO 9001), safety of individuals and facilities (OSHAS 18001/ISO 45001), environment (ISO 14001). These robust international standards provide a reference framework for continuous improvement and impose a structured method for its implementation. Annual external and internal audits of the management systems attest to the successful management of these issues and to continuous improvement within the group.

In order to facilitate the implementation and sharing of experiences between sites, common indicators ensure full transparency:

- *On production sites: the production rate, the type of client complaints and the monthly non-compliance rate. The aim is to improve the monitoring of the number of complaints per quantity produced, the quantities that do not comply and their fate (recycling, destruction).*
- *On absenteeism rates.*
- *On the ability to deliver on time and in quantities.*

To pursue this goal, the group's objective is to implement a QHSE good practice reference system and to secure triple certification for all industrial entities by 2024.



Responsible Care

Our commitment to the protection of the environment is a major issue for our group. Conscious of our impact, we have deliberately signed the Responsible Care charter as early as 2008 as part of its industry's global commitments.

This deliberate initiative launched in more than 60 countries is aimed at developing a corporate culture promoting continuous improvement and the quest for excellence with respect to the environment, health and safety.



KERSIA thanks

Contributors who enable us to pursue the process on a daily basis.

Contributors who were kind enough to share their experiences.

Members of the operational committee.

CSR delegates from all countries.

The editorial committee.

Our partners: clients, suppliers.

And all individuals that contribute each day together with us to improve our group's social and environmental impact!