

PARAGON 

Report **RSE**

2022 / 2023

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Word of **Guilhem Boucon**
CEO Paragon Western Europe

In a still uncertain international context, where geopolitical and energy crises constitute an ongoing challenge testing the sustainability of organizations and companies, Paragon Western Europe (PWE) is maintaining the course it set itself 3 years ago in its sustainable development strategy.

With a history of more than a hundred years, **PWE inscribes its vision in the co-construction of a sustainable and innovative outsourcing.** This vision guides our mission: to confidently operate, secure and transform our customers' sensitive and strategic communications and business processes.

Our fundamentals are the pillars of our success, defining our identity and approach. Our unconditional sense of customer satisfaction, our recognized expertise in delegated service delivery, our ability to make the complex "simple" for our customers, our strong solution orientation and project culture, as well as our ability to "CSR-innovating", our resilience and our risk governance are all elements that shape and grow the value creation perceived by our customers.



Our values, rooted in our DNA
guide each of our actions.

TOGETHER



nous pensons collectif,
nous sommes solidaires

OVERRUN



we expand the scope of possibilities and change the game

CONTRACTOR



we dare, act, measure and assume

PROXIMITY



we invest in every relationship,
are truly accessible

SUSTAINABLE



we anticipate needs and take care of all our stakeholders

In this dynamic, we have formalized our commitment to reducing greenhouse gas (GHG) emissions, in accordance with the Paris Agreement.



Guilhem Boucon

We constantly prioritize the saving of resources and the development of our employees. To better understand and meet the expectations of our stakeholders, we conduct comprehensive and regular surveys (customers, employees, suppliers), thus nourishing our ambition to be their partner and employer of reference. Each investigation leads to important progress projects, co-constructed with the parties concerned.

Our sites, located throughout France, often represent the largest source of local jobs. We are taking on this social and economic responsibility by investing more in these communities, working with local actors to preserve and develop sustainable jobs.

On the environmental front, our first results are tangible and make us proud, but we aspire to change scale to live up to our ambitions. Larger projects are being studied to accelerate our decarbonization objectives, with active support from our suppliers and continuous investments over the long term.

In the coming years, technological innovations will transform our businesses. **Anticipating, informing and supporting our employees towards future professions are at the heart of our vision.**

At Paragon Western Europe, we are resolutely forward-looking, aware that innovation, both technological and social, is the key to ensuring our sustainability, ultimately, and our positive contribution to society and the environment.

Together, let's co-construct a sustainable and innovative future.

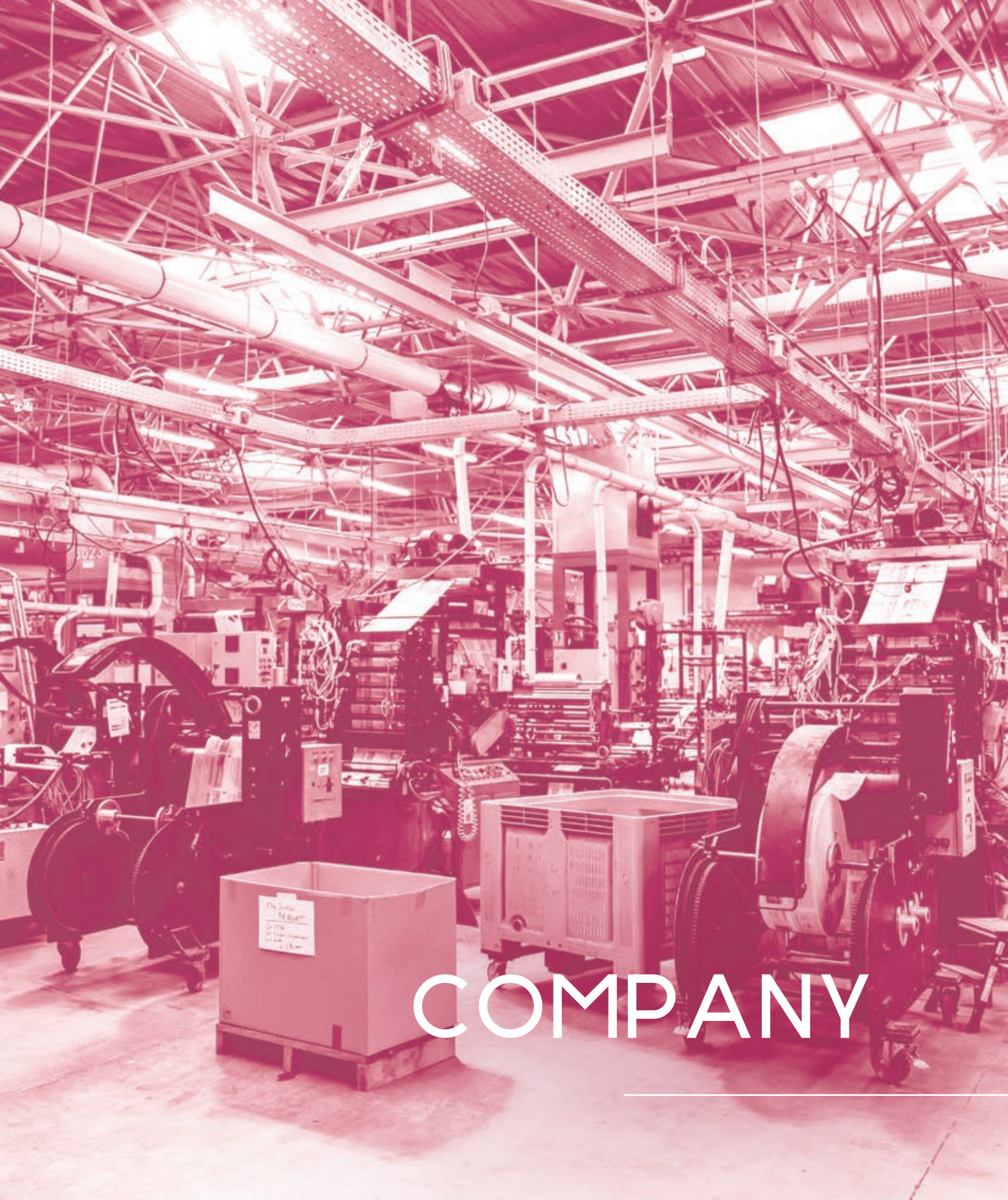
Guilhem BOUCON

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A BIG THANK YOU to all the employees who participated in the production of this report:

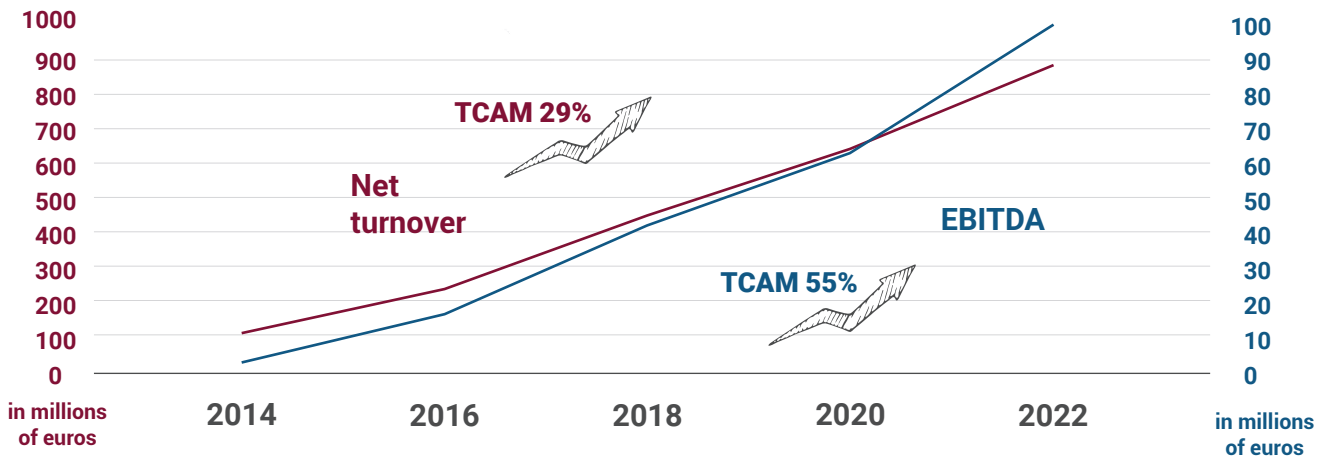
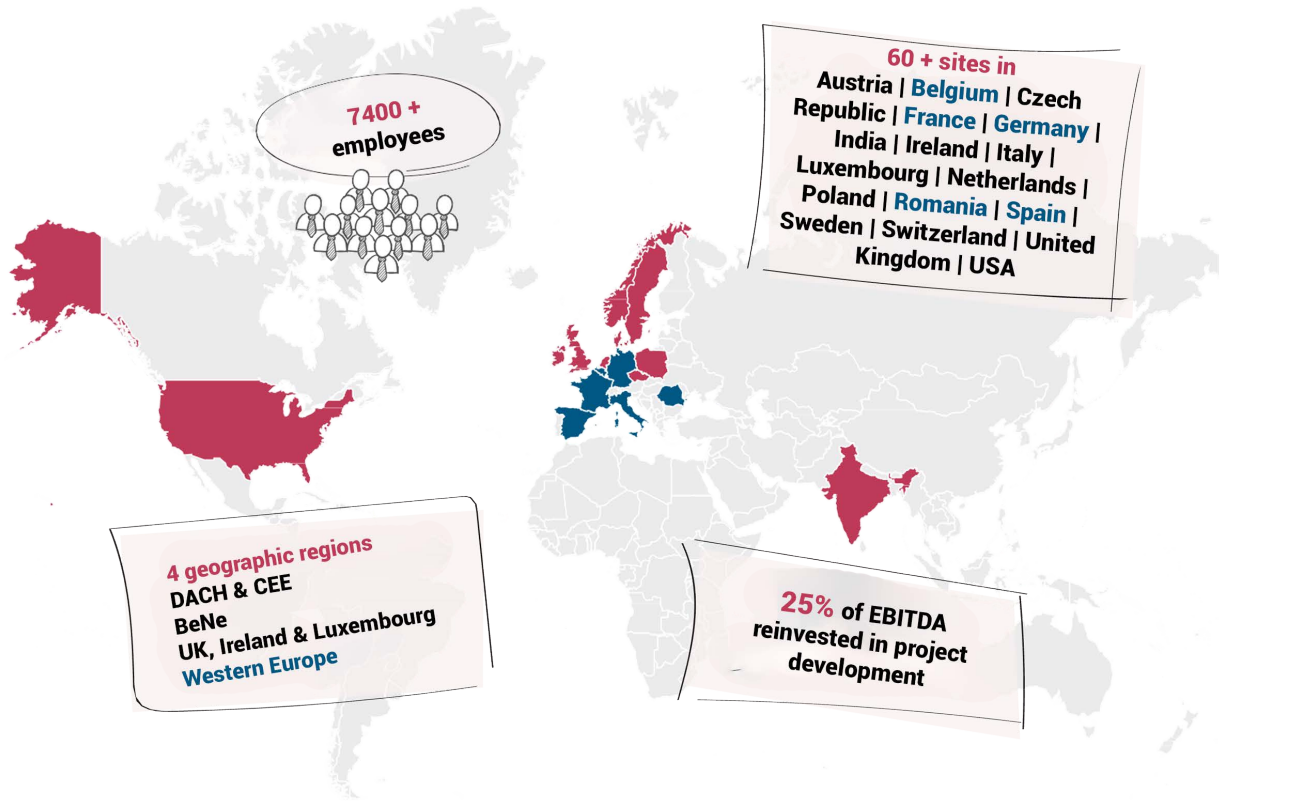
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COMPANY

The Paragon Group in figures

Paragon Western Europe is a region of the Paragon Group, a brand of Grenadier.



The Average Annual Growth Rate (AARR) measures the average annual growth between 2014 and 2022.

Turnover EBITDA = Earnings before interest, taxes, depreciation and amortization

Paragon Western Europe in figures

Find a glossary of acronyms on page 12 of the report.

1.600 +
employees

256
M€
in sales

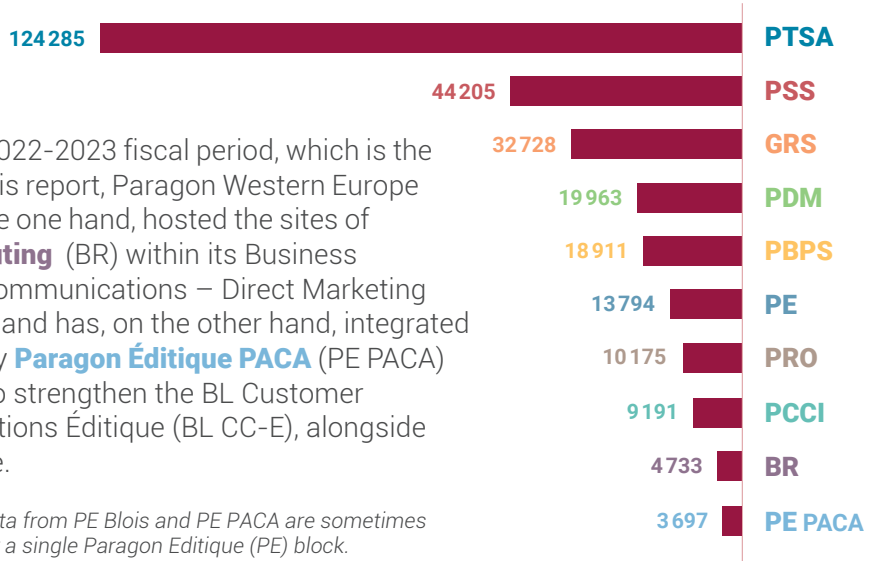
7.8 %
UEBITDA

11 legal
entities

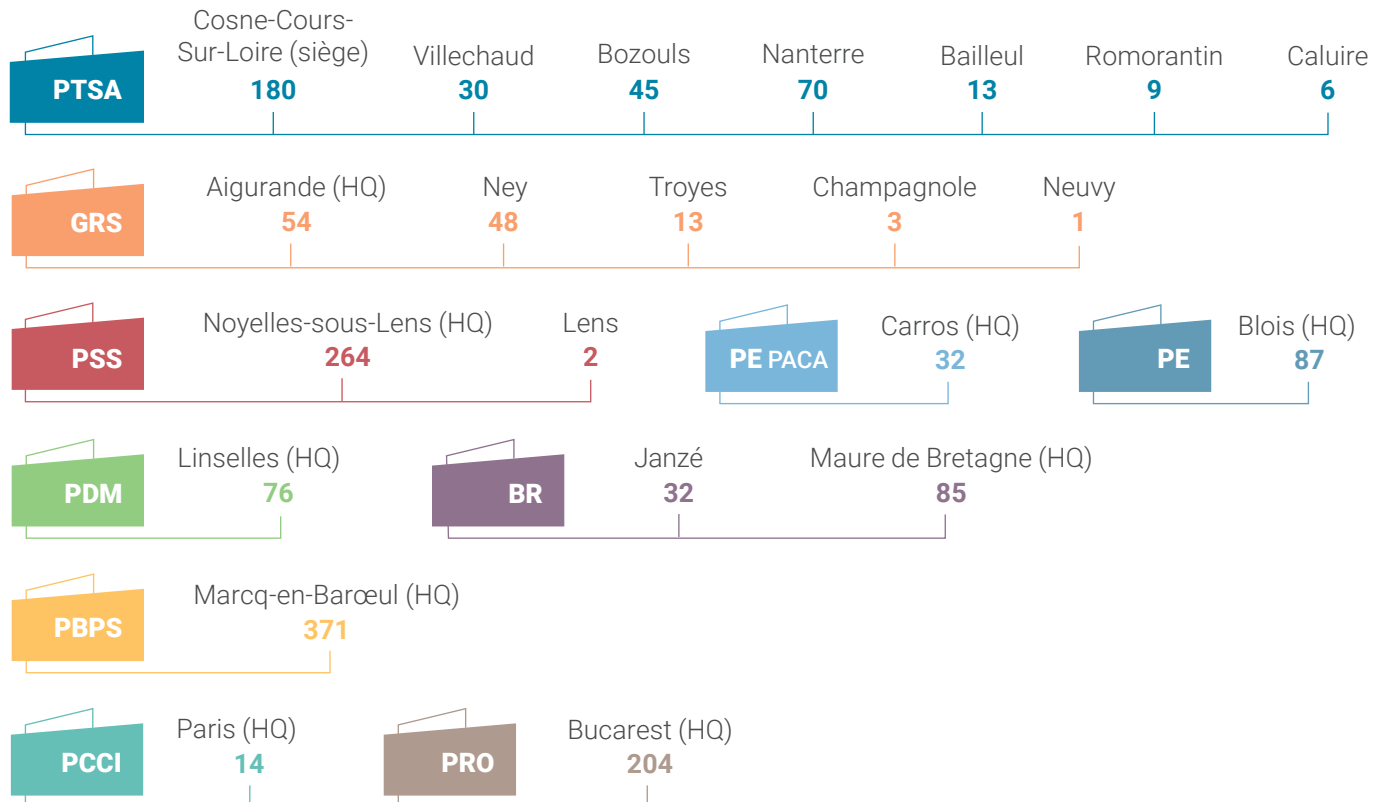
Turnover by legal entity in 2022/2023 (in k€)

During the 2022-2023 fiscal period, which is the subject of this report, Paragon Western Europe (PWE), on the one hand, hosted the sites of **Brittany Routing** (BR) within its Business Customer Communications – Direct Marketing (BL CC-MD) and has, on the other hand, integrated the company **Paragon Éditique PACA** (PE PACA) who came to strengthen the BL Customer Communications Éditique (BL CC-E), alongside the Blois site.

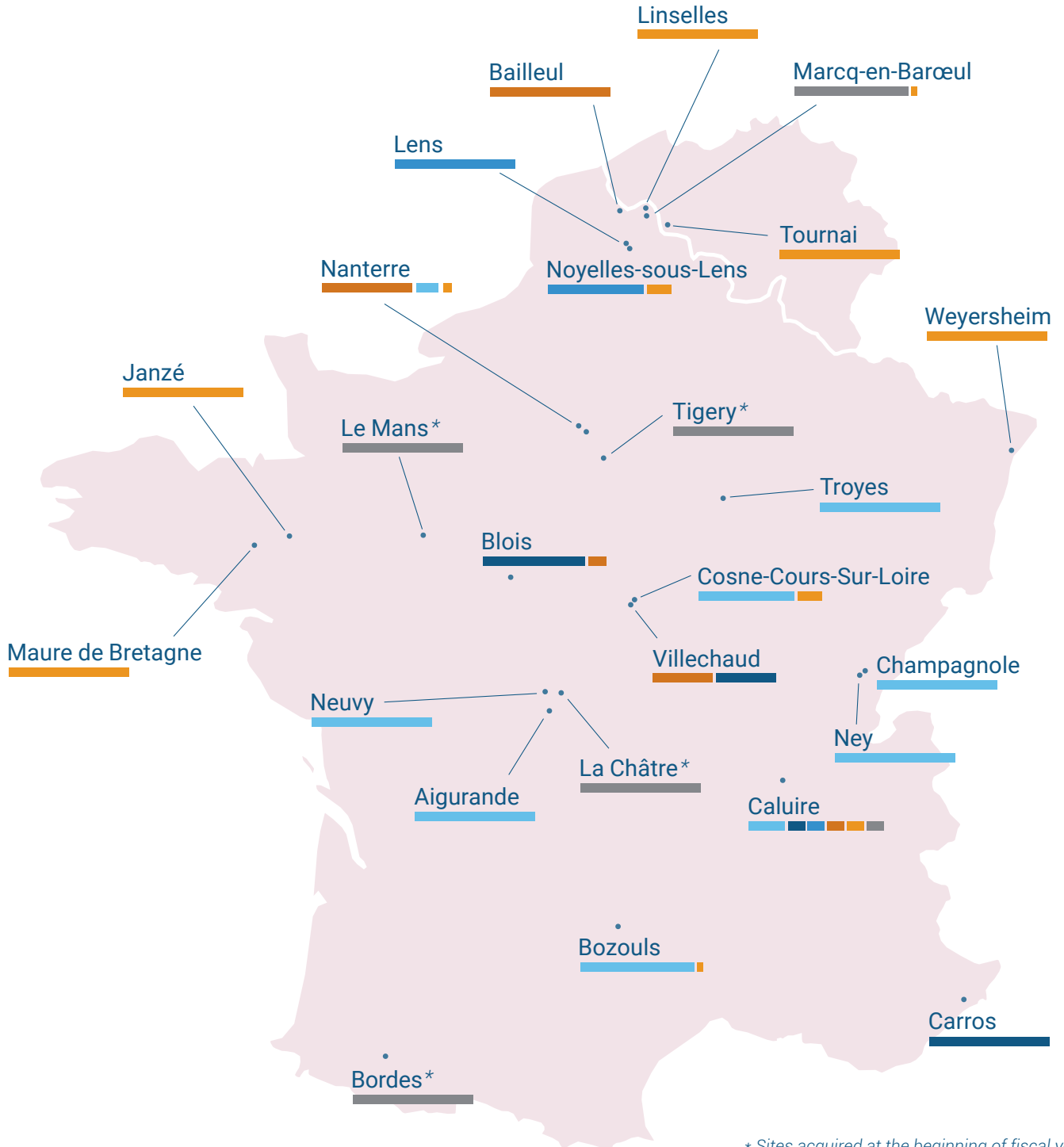
In this report, data from PE Blois and PE PACA are sometimes presented under a single Paragon Editique (PE) block.



Number of employees as of 30 June 2023 by legal entity and site:



Establishment of Paragon Western Europe in the European territory



* Sites acquired at the beginning of fiscal year 2023-2024



Business Lines established throughout France and Europe

- Business Process Services (BPS)
 - Lead Supply
 - Customer Communications Marketing Direct
- Customer Communications
 - Print Solutions
 - Fulfilment Solutions

Paragon Western Europe, its 6 Business Lines

Our mission is to operate, secure and transform with confidence the sensitive and strategic communications and business processes of our customers. Where one of PWE's 6 business lines operates, our customers can focus on their core business.

The information and data used in the descriptions of the 6 Business Lines were updated in January 2024.

Business Process Services

650 + employees
more than 1.4 million social surveys processed (37% digital remote declarations)
10 + million supplier invoices processed (82% in digital flow)
4 competence centres and 20 + customer sites

Subscriptions, omnichannel elections, billing processes, surveys or collection of donations, processing of files in the field of health and welfare

The **BL Business Process Services** realizes, optimizes and transforms our customers' key business processes through digitization, automation and robotization.



Lead Supply

86 + employees
2,000 + Print Marketing orders/ month
200 + suppliers
60% of internal production

Digital platform and Print Management

Lead Supply is an expert in brand deployment and offers a global and modular offer to meet your communication and marketing needs.



Customer Communications Marketing Direct

330 + employees
more than 500 million advertising letters sent /year
70 million ultra-personalized scratch cards/ year

Advertising letters, sms, emails, LRE, targeted and personalized communications

The **BL Customer Communications Marketing Direct** supports our customers in their "one to one" omnichannel communications with its Digital Marketing, Marketing Document and Marketing Pack services.



Customer Communications Éditique

- + 120 employees
- + 140 million transactional mails / year
- + 3 million convocation letters and co-ownership AGM minutes / year
- + 28% of the volume of summonses and minutes of AG in digital dispatch (LRE)

Transactional digital, ginned mails, Mass publishing, simplification of the sending of documents on the fly on all channels, securing mass mailings by rationalizing postal costs, tracking mailings in real time

The **BL Customer Communications** editic offers customers rich services and complements the needs of traditional publishing and marketing by meeting the expectations of innovative digital communication.



Fulfilment Solutions

- 350 + employees
- 600,000 + Pick-Pack-Ship shipments / year
- 58 million + co-packed sets sent / year
- 65,000 m² + of surface area dedicated to the activity

Pick-Pack-Ship, Sampling, Co-packing, Co-manufacturing, Storage & routing
BL Fulfilment Solutions supports our customers in the optimization, rationalization and enrichment of their Supply Chain.



Print Solutions

- + 370 employees
- 40,000 of paper processed / year
- 8 Billions of A4 sheets/year on 95% certified paper
- + 50% the market for meal/gift/service vouchers

Secure prints, labels, leaflets, brochures, leaflets, catalogues, game media, pre-printed reels

The **BL Print Solutions** secures and transforms the supply chain for our customers' administrative, strategic and security documents.



Glossary of acronyms

LCA	Life Cycle Assessment
AGEFIPH	AGEFIPH: Association for the Management of the Fund for the Professional Integration of People with Disabilities
AGEC	Circular Economy Anti-Waste Law
WA	Work Accident
CF	Carbon Footprint
BEGES	Greenhouse gas emissions report
BL	Business Line
BPS	Business Line Business Process Services
BR	Legal entity Brittany Routing
P	Turnover
CC-E	Customer Communications – Publishing
MD	Customer Communications – Direct Marketing
BFCS	Cloud Factory Business Services Legal Entity
CNA	National Purchasing Council
CODIR	Management Committee
Executive Committee	Executive Committee
CQP	Certificate of Professional Qualification
CSE	SEC: Social and Economic Committee
CSSCT	Health, safety and working conditions
WEEE	Waste of Electrical and Electronic Equipment
(DUERP)	Single occupational risk assessment document
AC	Adapted Companies
EBITDA	Earnings before interest, taxes, depreciation, and amortization margin (%)
ELDP	LDP+
Esat	Work Support Facilities or Services
ETONNANTE	Monthly newsletter
FTE	Full-Time Equivalent
FS	Business Line Fulfilment Solutions
GHG	Greenhouse Gas
GPTW	(Great Place to Work) certification &

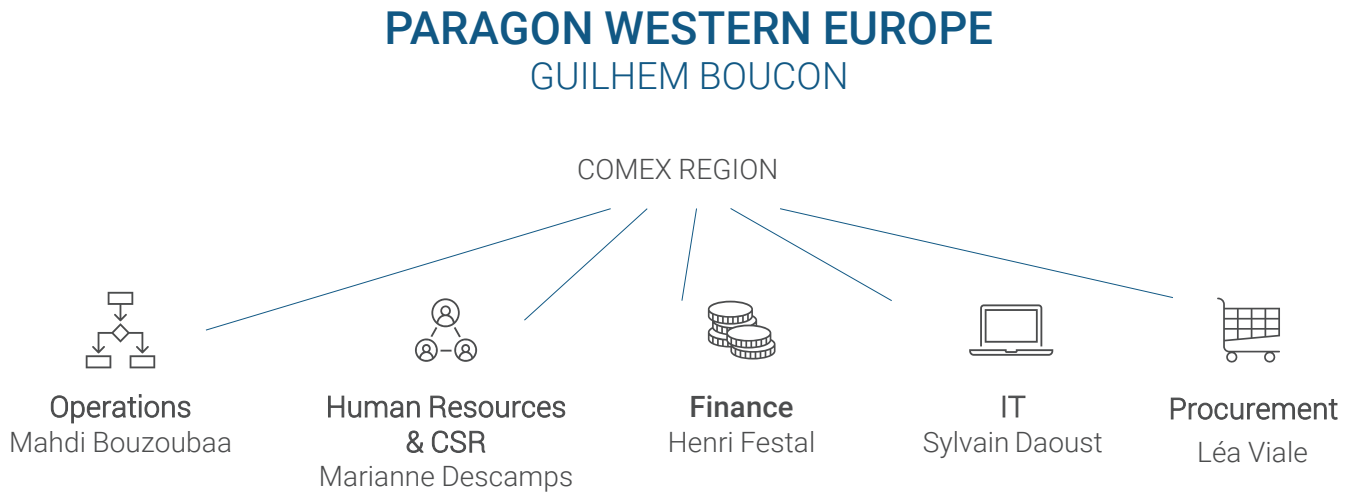
GRI	Global Reporting Initiative
GRS	Gresset Rault Solutions Legal Entity
IOS	International Organisation of Standardisation
LABEL	Responsible Purchasing Supplier Relations Label
LS	Business Line Lead Supply
NAO	MAN: Mandatory Annual Negotiation
NPS	Net Promoter Score
SDG	Sustainable Development Goals
PBPS	Paragon Business Process Services Legal Entity
PCCI	Paragon Customer Communications International Legal Entity
PDM	Paragon Direct Marketing Legal Entity
PE	Paragon Éditique Legal Entity
PACA	Paragon Editique PACA
FP	Legal entity Paragon France
PRAP	prevention of risks related to physical activity
PRO	Legal entity Paragon Romania
PS	Business Line Print Solutions
PSS	Paragon Supply Services Legal Entity
PTSA	Paragon Transaction Legal Entity
PWE	PARAGON Western Europe
QVT	Quality of life at the workplace
REACH	European regulation that secures registrations, evaluations, authorisations and restrictions of chemical substances
GDPR	General Data Protection Regulation
CSR	Corporate Social Responsibility
SBTi	Science Based Target Initiative (SBTi).
SNBC	National Low Carbon Strategy
SST	Workplace first-aid officer
STPA	Protected and Adapted Work Sector
AAGR	Average annual growth rates <i>Measures the average annual growth between 2 dates</i>
YGN	Young Grenadier Network Program



GOVERNANCE

Organisation and management

General organisation

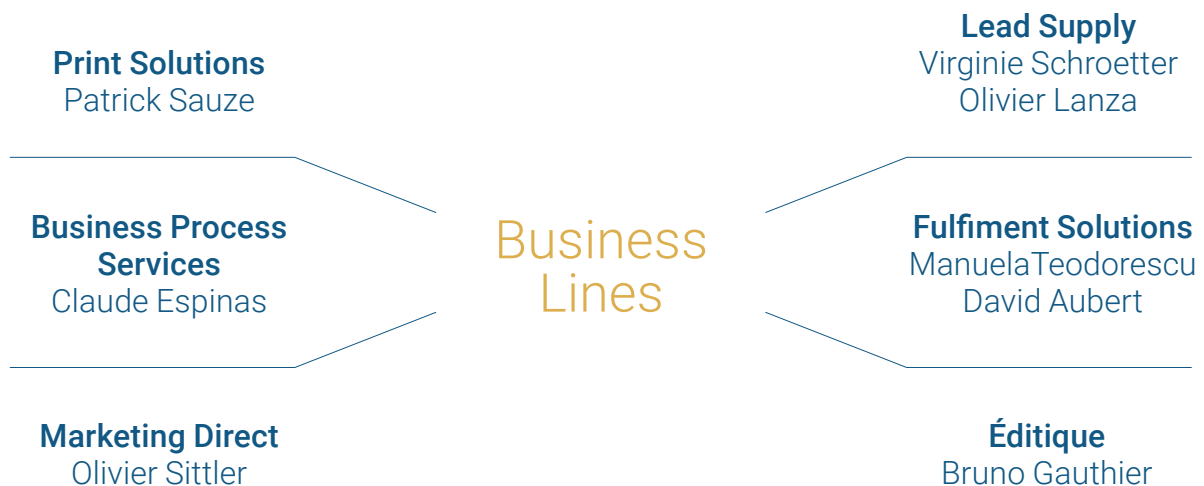


Transversal functions:



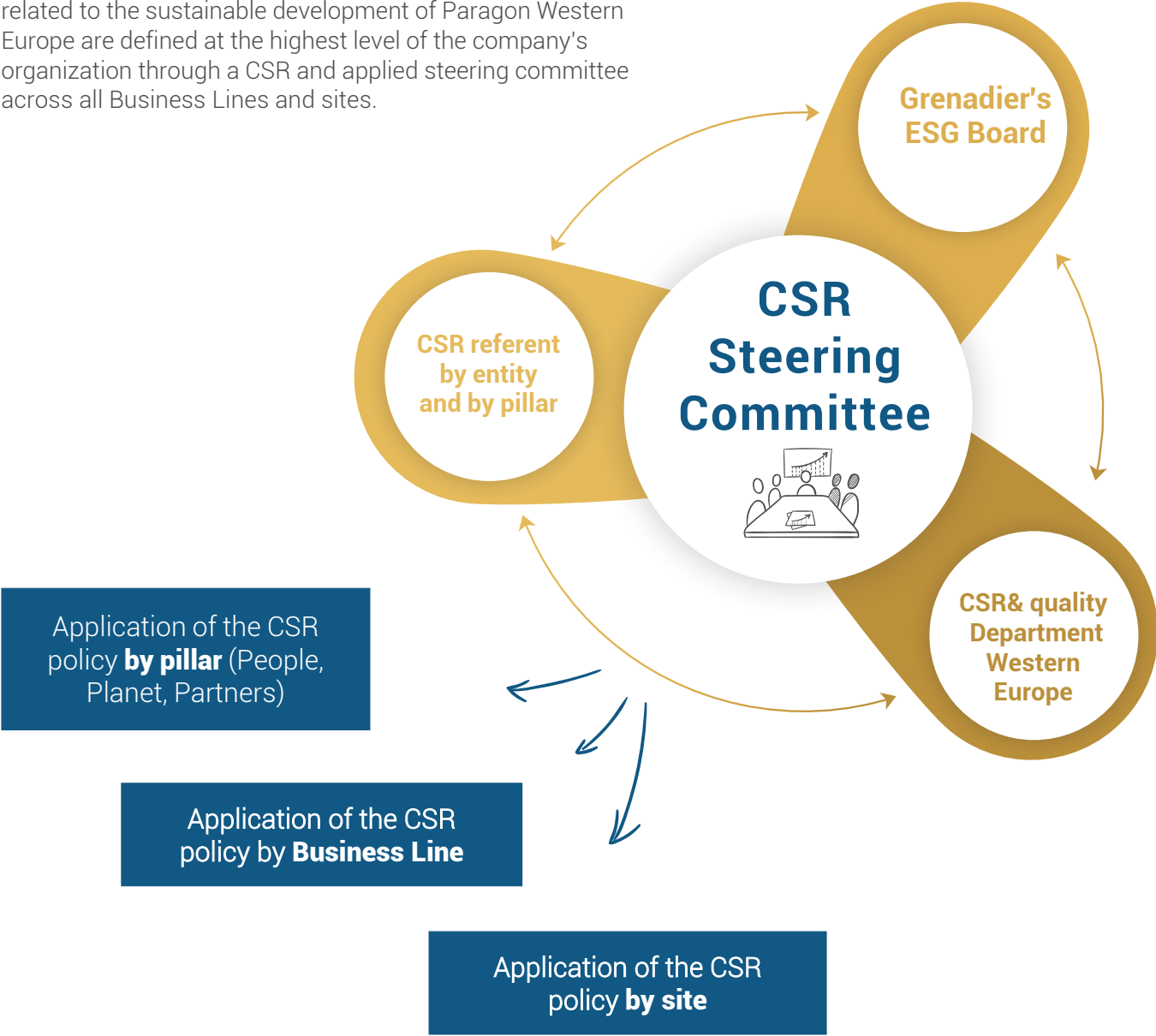
Communications Manager Karin Demeyer

Business Development Manager Thomas Choquel



CSR Organization & Governance

The policy, strategy and management of activities related to the sustainable development of Paragon Western Europe are defined at the highest level of the company's organization through a CSR and applied steering committee across all Business Lines and sites.



Each theme (**People, Planet, Partners**) is addressed during a monthly committee in order to multiply the capacity for action. The purpose of this committee is to:



- Define, deploy and manage the CSR strategy
- Supporting users in the implementation of actions
- Report to stakeholders on actions taken

Certifications and labels

Our commitment to CSR and our continuous improvement approach on the themes of quality, safety, the environment, information security and CSR are based on several labels and certifications.



Find a glossary of acronyms on page 12 of the report.



PTSA
Cosne, Bailleul, Bozouls, Nanterre, Villechaud

✓	✓	✓	✓	✓	✓	✓	✓	✓
---	---	---	---	---	---	---	---	---

GRS
Aigurande, Ney Troyes

✓						✓	✓	✓
---	--	--	--	--	--	---	---	---

PDM
Linselles

						✓	✓	✓
--	--	--	--	--	--	---	---	---

PSS
Lens, Noyelles

✓						✓	✓	✓
---	--	--	--	--	--	---	---	---

PBPS
Marcq en Barœul

✓								
---	--	--	--	--	--	--	--	--

PRO
Bucarest

✓	✓	✓	✓				✓	✓
---	---	---	---	--	--	--	---	---

PE
Blois Carros

						✓		
--	--	--	--	--	--	---	--	--

PCCI
Paris

--	--	--	--	--	--	--	--	--

BR
Janzé, Maure de Bretagne

✓								
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This year was marked by many advances and new certifications: **1st Ecovadis evaluation** for some, **improvement of scores** for others or **obtaining new certifications** (ISO 45001, Imprim'Vert, Supplier Origin France Guaranteed...).

In the coming years, we want to continue our momentum by extending our certification scopes, improving our Ecovadis results, and obtaining the Supplier Relations and Responsible Purchasing Label for PWE.

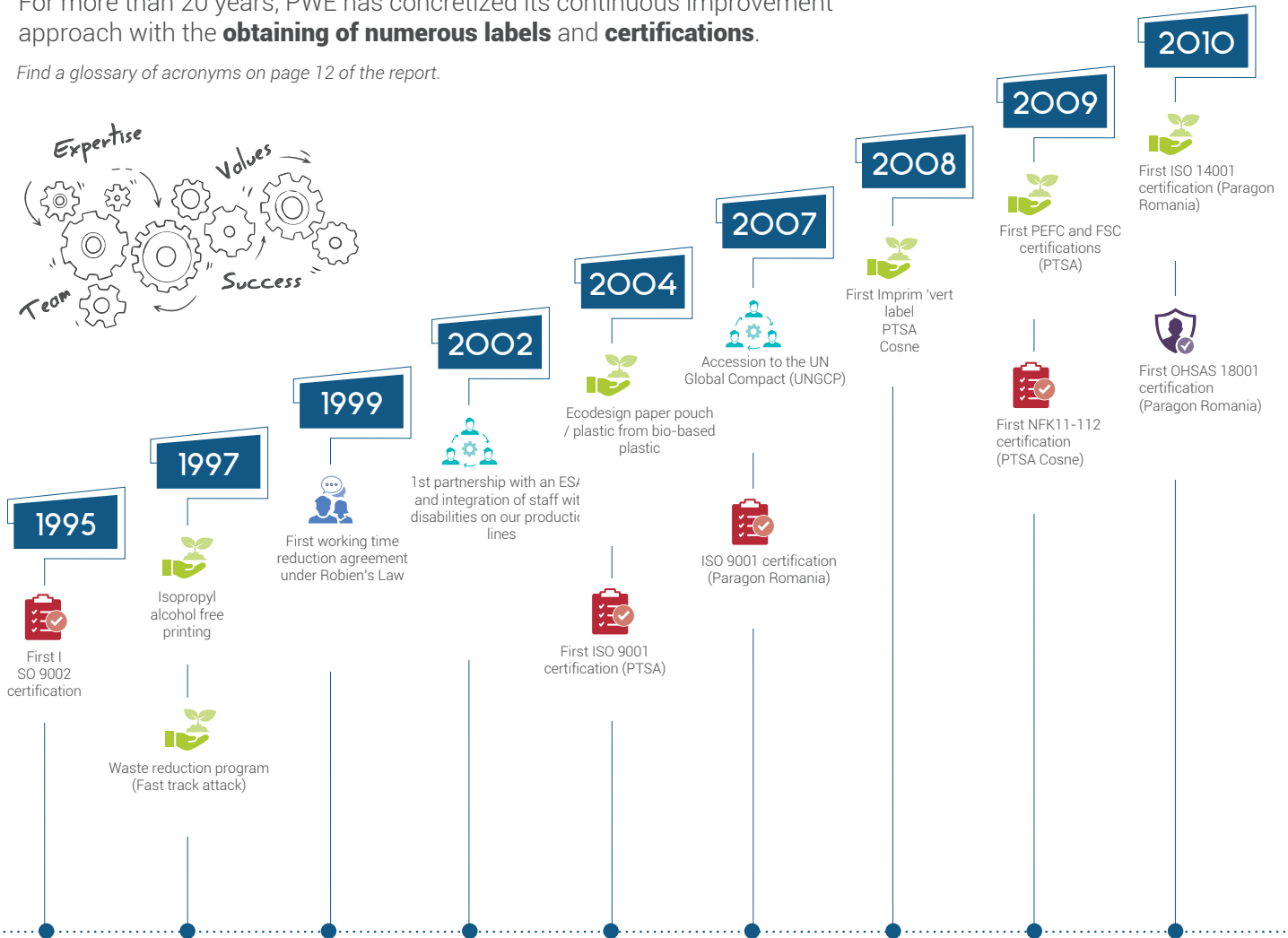
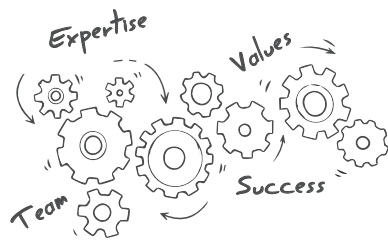
ecovadis Business Sustainability Rating	THE GLOBAL COMPACT	Charte RELATIONS APPROVISIONNEUR RESPONSABLES	PRINT ETHIC	AB façonnier engagé	Sedex	FSSC 22000	ORIGINE FRANCE GARANTIE Supplémentaire Cosne & Bozouls BFCos 1444723	Great Place To Work.	Projets ambitions 2024 / 2025
	✓	✓					✓ Cosne, Bozouls		ISO 20121 - ISO 45001 ISO 50001 Supplier Relations Label and Responsible Purchasing GPTW
			✓ Niveau 2 pour Ney, niveau 1 pour Aigurande et Troyes						ISO 15378 Supplier Relations Label and Responsible Purchasing
									ISO 9001 Ecovadis Silver Supplier Relations Label and Responsible Purchasing
	✓	✓		✓	✓	✓			ISO 14001 ISO 45001 ISO 27001 Supplier Relations Label and Responsible Purchasing
									ISO 9001 ISO 27001 ISAE 3402 Supplier Relations Label and Responsible Purchasing
									Supplier Relations Label and Responsible Purchasing
									ISO 9001 ISO 27001 Supplier Relations Label and Responsible Purchasing
									PEFC FSC Supplier Relations Label and Responsible Purchasing
									Supplier Relations Label and Responsible Purchasing



History

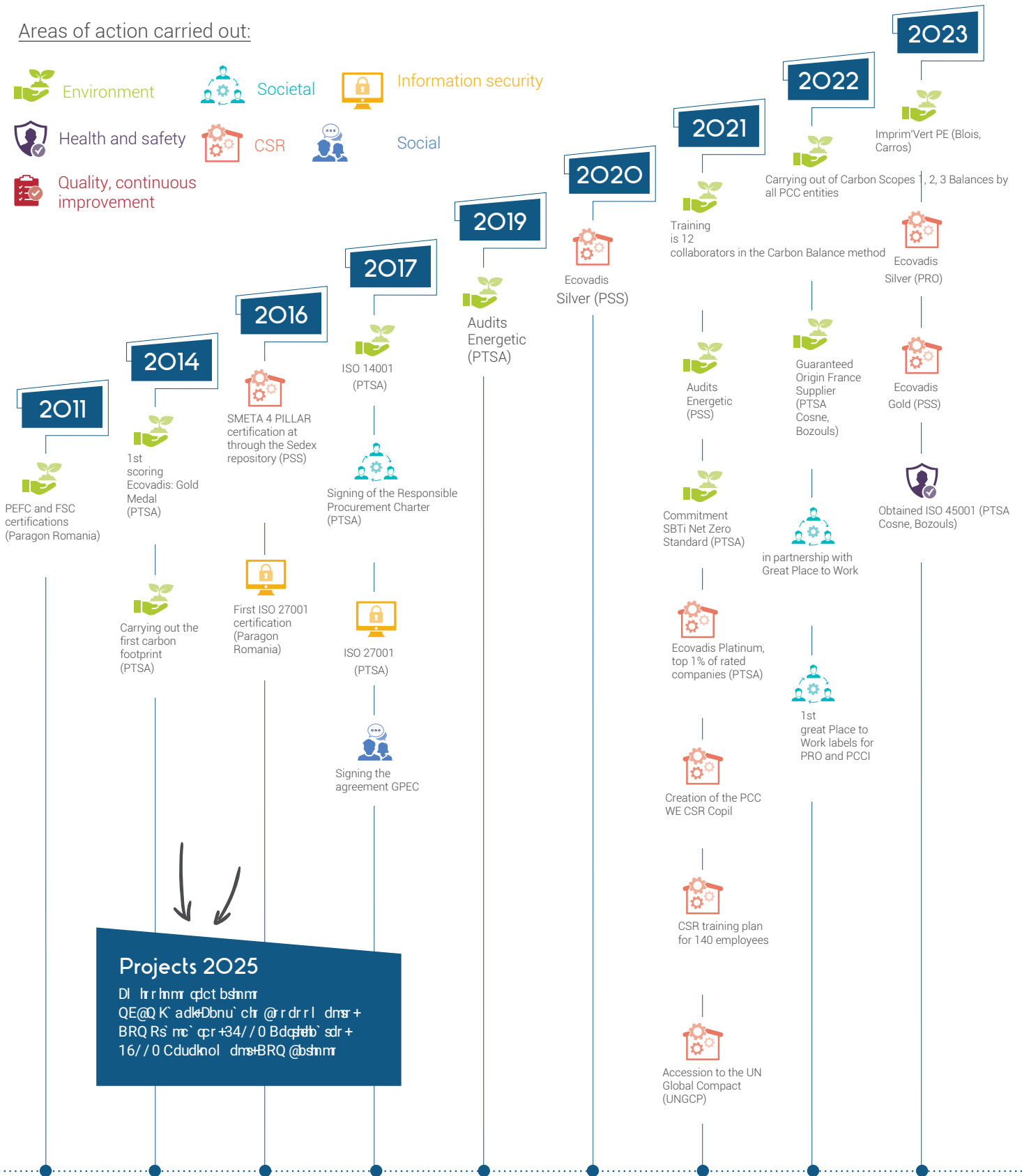
For more than 20 years, PWE has concretized its continuous improvement approach with the **obtaining of numerous labels and certifications.**

Find a glossary of acronyms on page 12 of the report.



Areas of action carried out:

- Environment
- Societal
- Information security
- Health and safety
- CSR
- Social
- Quality, continuous improvement



Sustainable Development Strategy Department

We express our contribution to change and support all stakeholders in tackling the greatest risks facing our planet, economies and people, aligning our sustainability strategy with:



The 10 principles of the UN Global Compact to which PTSA and PSS have adhered for more than 15 years.



Sustainable Development Goals (SDGs) adopted by all UN Member States

in 2015, as part of the 2030 Agenda for Development and growth. A 15-year action plan has been defined to end poverty, protect the planet and improve the lives and prospects of everyone.

The Paris Climate Agreement



adopted at COP 21 and entered into force on 4 November 2016, the main objective of which is to limit the augmentation of the global

average temperature of 1.5°C and to achieve net-zero carbon neutrality by 2050.



Concordance between the 10 principles of the Global Compact of CHANGES and the 17 sustainable Development Goals (SDGs)

Human rights



- 1 Promote and respect the protection of international law To International Human Rights
- 2 Make sure that they are not complicit in human rights abuses.

International labour standards



- 3 Respect freedom of association and recognise the right of collective bargaining
- 4 Contribute to the elimination of any form of forced or compulsory labour
- 5 Contribute to the effective abolition of child labour
- 6 Contribute to the elimination of discrimination in employment and occupation

Environnement



- 7 Support a precautionary approach to environmental challenges.
- 8 Undertake initiatives to promote greater environmental responsibility
- 9 Encourage the development and spread of environmentally friendly technologies.

Fight against corruption



- 10 Work against corruption in all its forms, including extortion and bribery.

Thus, we are committed through our program
« **2030 Sustainable Development Ambition** » to:



PEOPLE

Shaping a better world based on ethics, promoting diversity, equity and inclusion, with lasting positive changes

- Ensuring health and safety of our employees
- Promoting quality of life at work
- Ensuring employability of our employees
- Fostering diversity
- Developing partnerships with local communities (STPA, associations...)
- Improving Great Place to Work Outcomes



PLANET

Creating a lasting legacy for our planet where our actions regenerate the earth ecosystems

- Mastering our energy consumption in order to achieve energy sobriety
- Achieving neutrality by 2050
- Be proactive in ecodesign of our products and services
- Zero Waste: Minimize our consumption of raw materials, reduce our waste and focus on recycling channels
- Promoting biodiversity



PARTNERS

Working with our partners to minimize our ecological footprint and drive positive change of the world

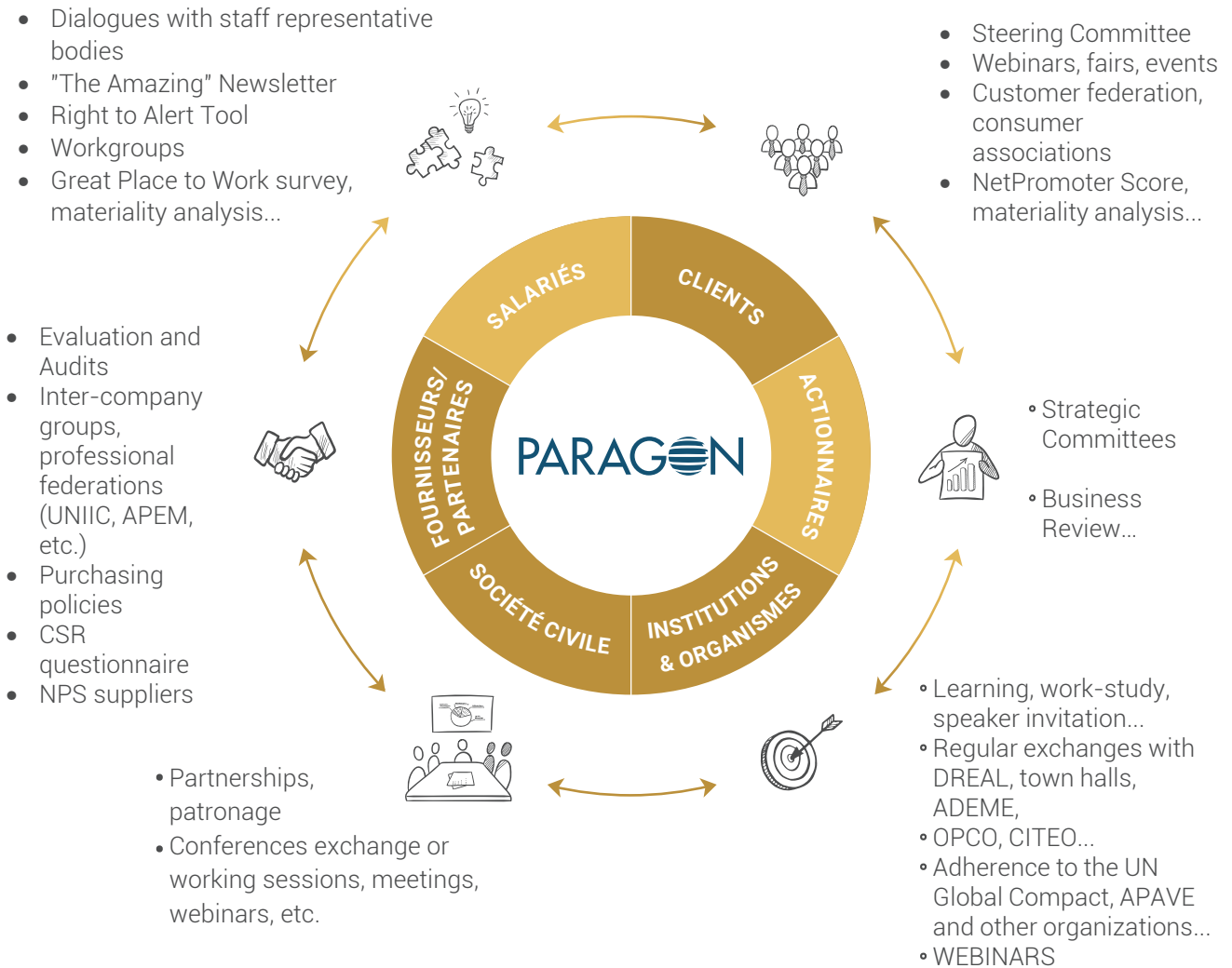
- Initiate relationships sustainable with our suppliers and ensure fair revenues for them
- Integrating the CSR dimension in the analysis of the offer in partnership with our customers
- Propose a calculation of carbon emissions from products sold to our customers
- Make sure with our partners that our social and environmental ambitions and objectives are shared, respected and are the subject of improvement plans
- Developing Persuasive partnerships and corporate sponsorships



Maintaining an open dialogue with our stakeholders

Our actions and our sustainable development strategy are co-constructed with all our internal and external stakeholders, in order to promote ownership of the CSR approach and strengthen its impact.

Careful listening to stakeholders allows each Business Line to better perceive the changes in its environment and to respond with agility to new expectations. Appropriate channels have been set up to foster a constructive dialogue with each of them.



- Internal stakeholders
- External stakeholders

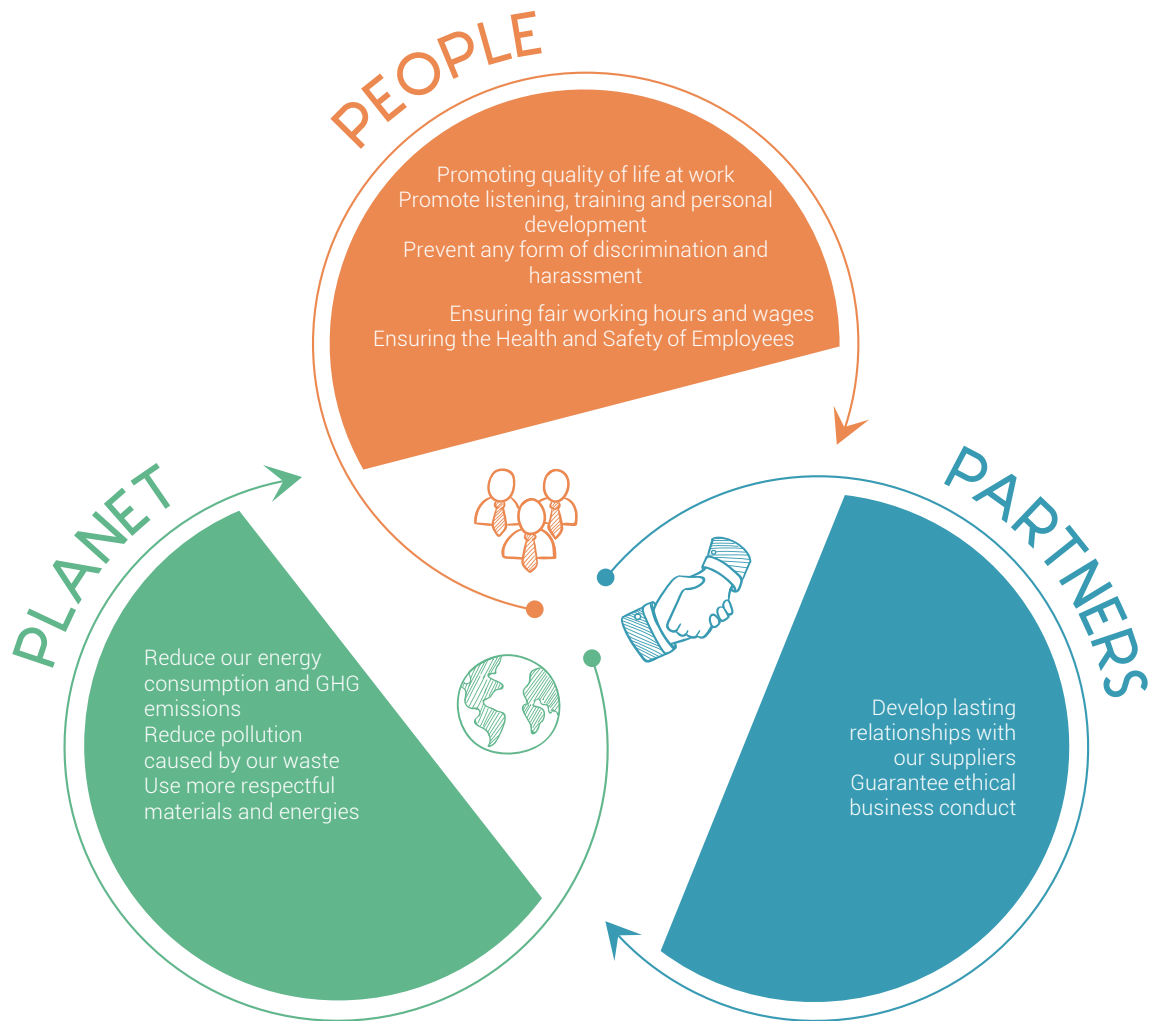
Materiality of CSR issues

Corporate Social Responsibility (CSR) issues cover many areas. Not all have the same impact according to the organizations and their stakeholders. To be effective, a CSR strategy sets objectives at the crossroads of the interests of the company and its stakeholders.

Identification of PWE's CSR issues

Materiality analysis makes it possible to identify the economic, environmental, social and societal factors specific to our organization and those that have a major influence on our stakeholders.

The materiality analysis, carried out in 2022, with the main contractors, customers, suppliers and employees, allows us to prioritize and consolidate our priorities on the following 3 themes



The actions implemented over the reporting period are detailed in the following chapters.

Impact on stakeholders of the main issues identified

Main stakeholders impacted:



SOCIAL ISSUES

Ensuring the Health and Safety of Employees



Promoting quality of life at work



Prevent any form of discrimination and harassment



Promote listening, training and personal development



Ensuring fair working hours and wages



SOCIETAL CHALLENGES

Develop lasting relationships with our suppliers



Ensuring ethical business behaviour



Consider local interactions in business development



ENVIRONMENTAL MATTERS

Reduce our energy consumption and greenhouse gas emissions



Reduce pollution caused by our waste



Use more environmentally friendly materials and energies (green energy, removal of plastics, etc.)





PEOPLE

Paragon Western Europe has been working for several years to put people at the heart of its activities to offer a positive experience to its employees. Aware that a fulfilling work environment allows teams to perform at their best and plan for the long term, PWE pays particular attention to the health, safety and well-being of its employees at work.

Committed to diversity and inclusion, PWE promotes diversity, gender equality and promotes the work of people with disabilities through its policies and actions.

Finally, PWE has set itself the objective of implementing training plans to offer its employees the opportunity to evolve in a dynamic framework that supports their progress.

Occupational health and safety

Preserve the health and safety of our employees by implementing preventive actions and reducing risks.



WELL-BEING

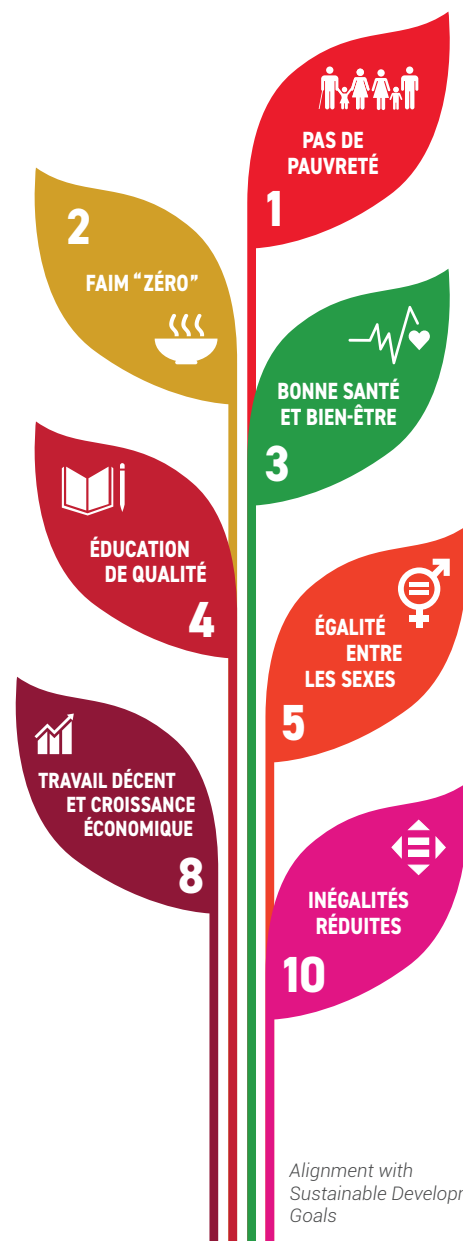
Promote the quality of life at work and improve the working conditions of our employees.

DIVERSITY AND SOCIAL JUSTICE

- Fostering diversity
- Ensure fair treatment of employees in the same positions.

LOCAL FOOTPRINT

Develop partnerships with local communities (STPA, associations, etc.).



Alignment with Sustainable Development Goals

Employment

Staffing and gender diversity

Paragon Western Europe's human capital is made up of more than 1,600 permanent employees representing a very wide variety of traditional and new know-how, which contributes to the continuity and diversification of our activities.

At the global level of our organization, we observe a **balanced gender mix**.

→ **51% female 49% male**
within PWE, in June 2023

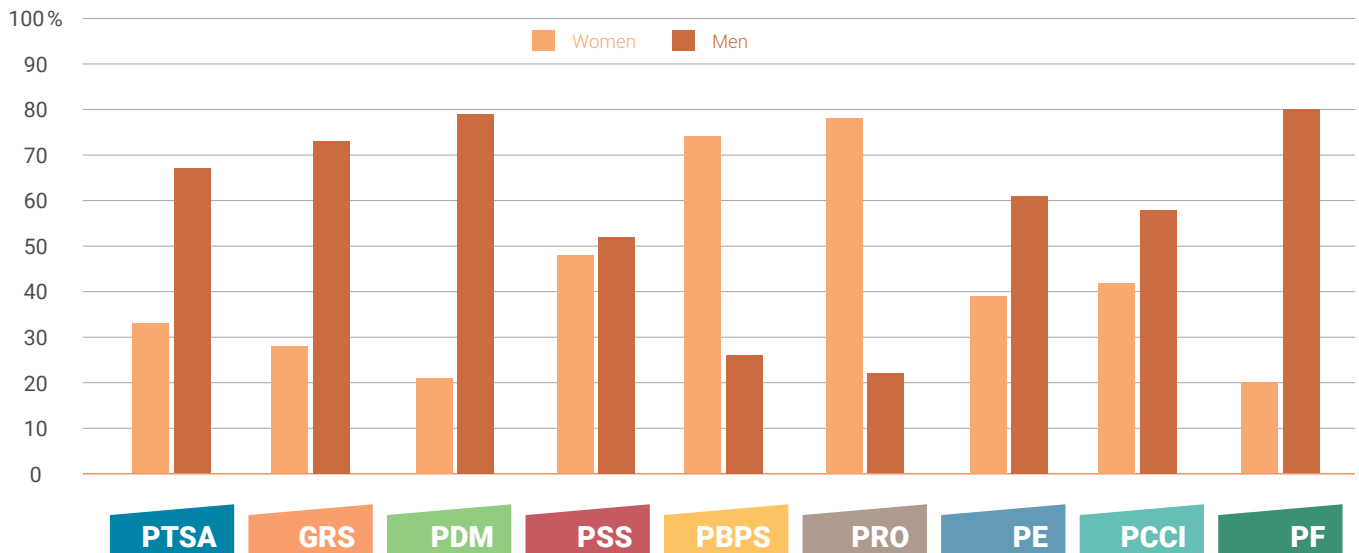
From June 2022 to June 2023, the number of **employees on permanent contracts** at PWE has increased by **330 people**



The evolution of our activities, the recruitment and training of female employees on our historical know-how allowed this rebalancing since we only had **48% women the previous year**.

However, this overall distribution is more variable at the local level or by major activities.

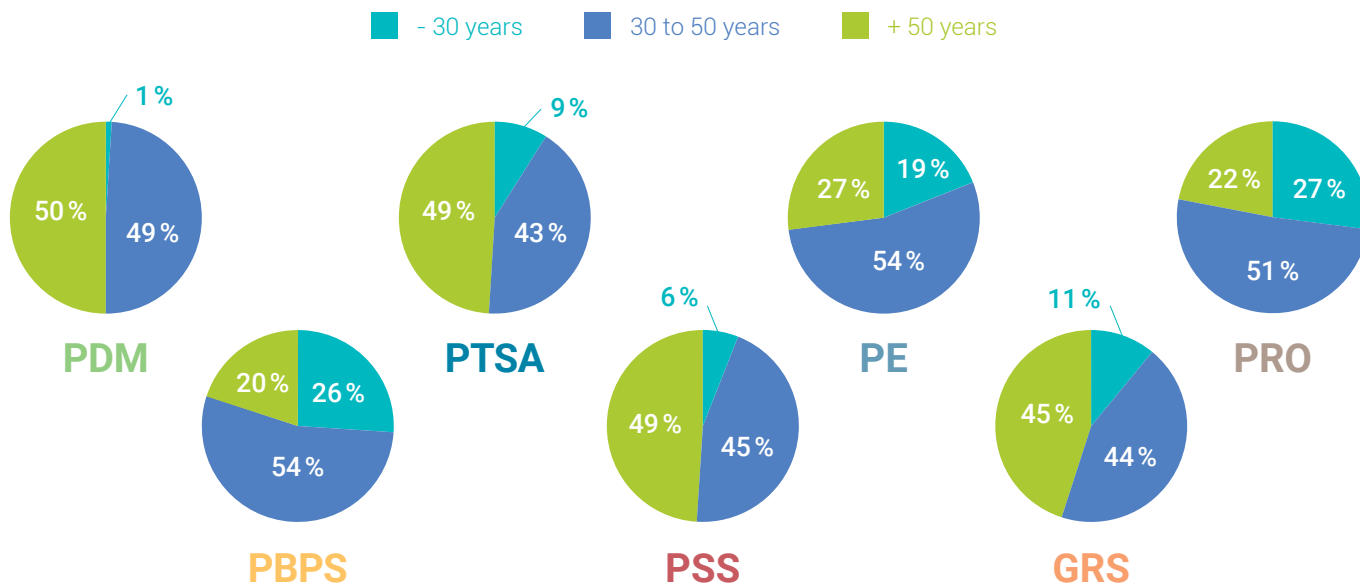
Percentage of women and men within PWE entities as of June 2023.



Distribution of age groups within PWE

The most represented age group in our organization is 30 - 50 years old. In some sites, such as those of the PDM, PTSA, PSS or GRS entities, the most represented age group is that of the over 50s, which shows in particular the attachment to professions of expertise and transmission where the gesture is acquired and perfected over time.

Percentage of employees by entity and age group



Average Seniority of employees at PWE is **8 years**

A **labor medal ceremony** was held in March 2023 at the **Cosne** site to celebrate the silver (20 years), vermeil (30 years), gold (35 years) and grand gold (40 years) medals.

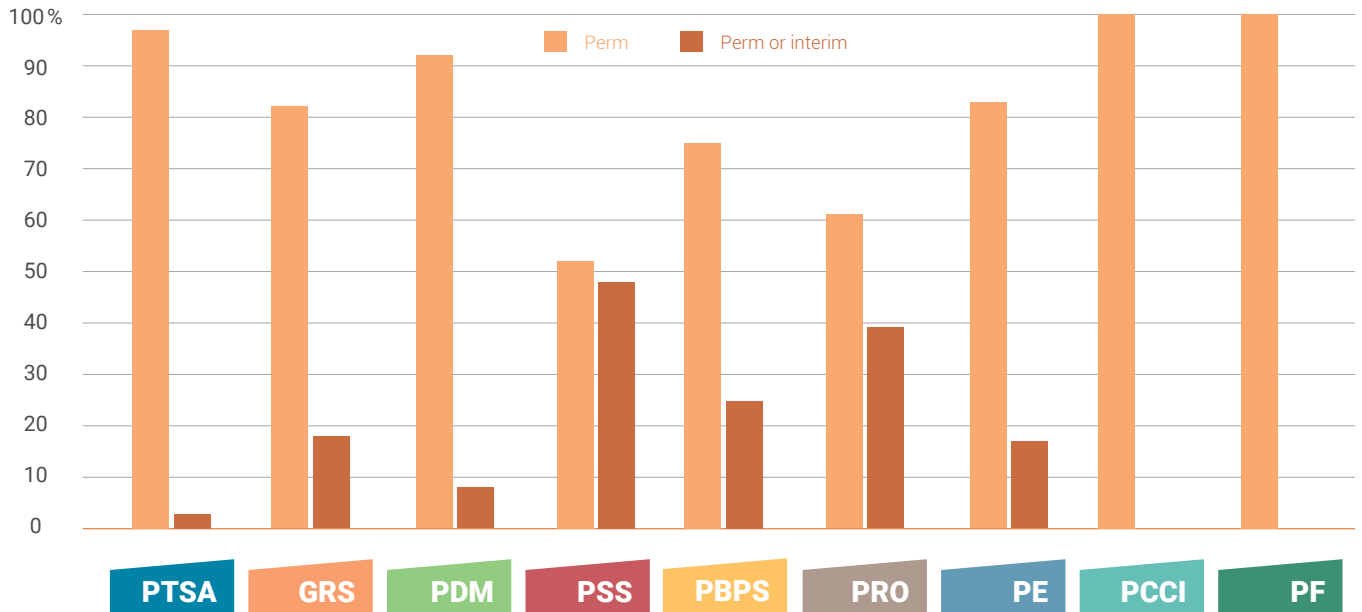
The distribution between fixed-term / interim and permanent contracts is diversified within PWE

PWE's Business Lines are part of different business sectors, some of which are seasonal or subject to **one-off business flows that may require a large volume of Interim or fixed-term contracts** (CDD).

This explains the difference in the proportion of fixed-term or temporary contracts and contracts of indefinite duration (CDI) from one legal entity to another.



Percentage of fixed-term /temporary contract and permanent contract by legal entity within Paragon Western Europe.



Establishment in the heart of the territories

PWE contributes to the development of national territories and the development of local economies through the employment **of more than 1,600 employees spread over 8 French regions** and one site in **Romania**.

Established in almost all regions of France as well as in several European countries, such as Romania, PWE participates in the life and development of several employment areas.

Thus, with the integration of the **Janzé** and **Maure de Bretagne**, PWE established itself in 2022 in the employment area of the Brittany region.

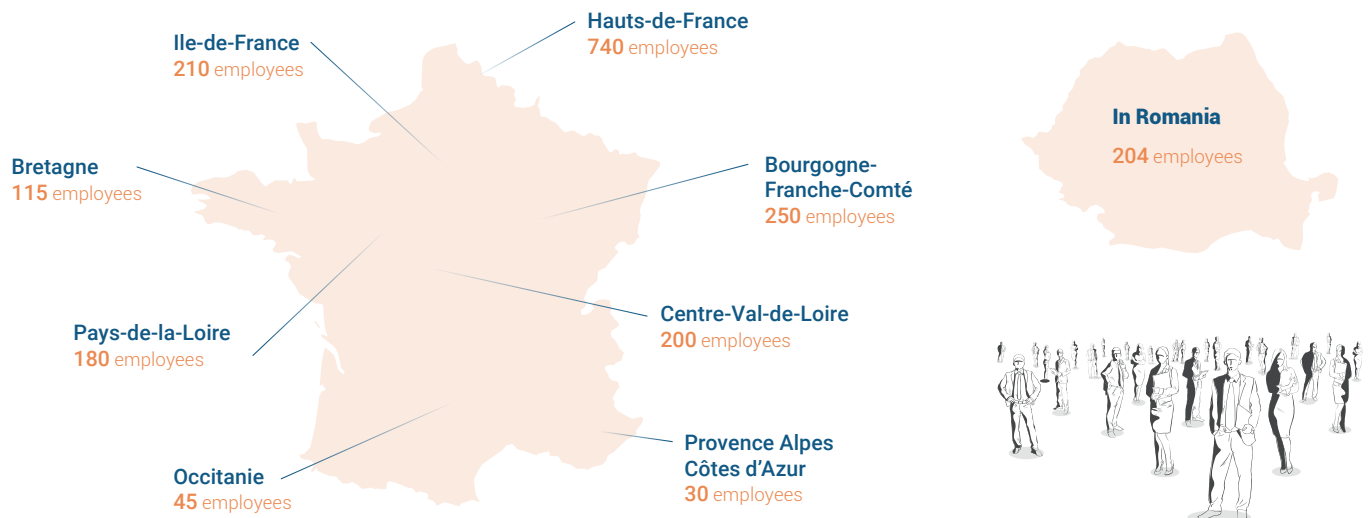
Headquarters of the legal entity Brittany Routing **Maure-de-Bretagne**



At the beginning of 2023, our Customer Communications Éditique Business Line was also enriched with a site in the Provence-Alpes-Côtes d'Azur region, in **Carros**.

New site of the BL Paragon Customer Communications Desktop Publishing in **Carros**

Finally, at the beginning of the 2023-2024 financial year, the takeover of several centres in Île-de-France, Hauts-de-France, Centre Val-de-Loire and Occitanie made it possible to strengthen the impact of the development of our activities on French territory.



Occupational health, safety and well-being

The health and safety of our employees, as well as their well-being at work, are predominant elements of our CSR approach. **Significant resources have been deployed** at all sites to protect our employees and offer them a pleasant working environment.

Occupational Health and Safety (OHS) report for the 2022-2023 financial year

Regulatory changes strengthen the requirements for the prevention of occupational risks, including the obligation to draw up an Annual Programme for the Prevention of Occupational Risks and the Improvement of Working Conditions (PAPRI Pact), drawn up on the basis of the Single Document for the Assessment of Occupational Risks (DUERP).

In 2023, to formalize and structure its approach, **PTSA took the step of ISO 45001 certification** at its 2 industrial sites in **Cosne** and **Bozouls**.

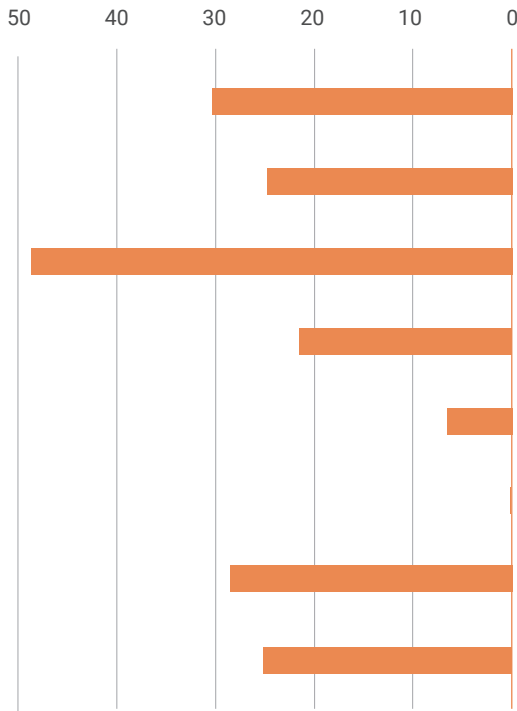
In Romania, the security approach has been validated by OHSAS 18001 certification since 2010, which has become ISO 45001.

In addition, local action plans are monitored and shared in CSSCT and can include external participants such as occupational medicine.

OHS report for the year

Frequency rate

(number of accidents with AT x 1,000,000) / number of hours worked



PTSA 2022

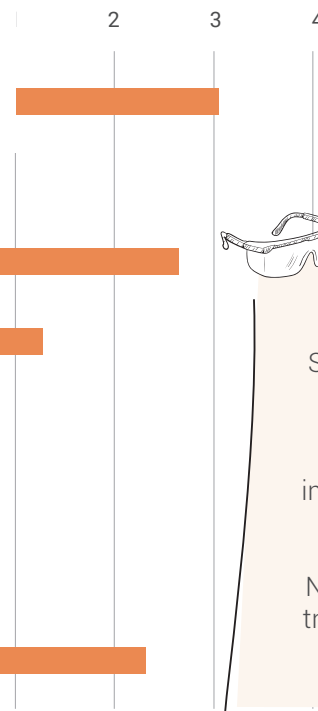
Security Program
Expenditure: **€172K**
Expenditure on improving working conditions: **€45,000**
Number of people trained in security: **74**

- GRS**
- PDM**
- PSS**
- PBPS**
- PRO**
- PE**

Sector average (Source Ameli claim 2 CNT C) 2021

Severity rate

(number of accidents with AT x 1,000,000) / number of hours worked



A few figures about safety:



PTSA 2022

Security Program
Expenditure: **€172K**
Expenditure on improving working conditions: **€45,000**
Number of people trained in security: **74**

Local Achievements and Good Practices

Since 2021, the **Cosne** site has implemented a PRAP approach, aimed at **Preventing the Risks related to Physical Activity**. This approach continues to evolve, in particular through training, reorganization of the workshop, layout of workstations and acquisition of equipment to help with handling, such as hoists or trolleys



As part of the improvement of the ergonomics of the workstations of the reel down ramps suitable for reels were custom-made at the site of **Noyelles**.

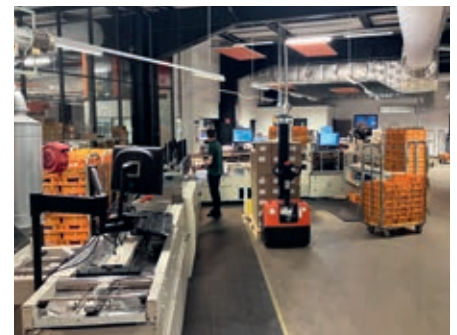


Strapping system semi-automatic pallet purchased to enable to reduce manipulations, displacements operators, save time and remove contortion movements and therefore ultimately musculoskeletal disorders.



Renovation of site signage: pedestrian crossings, pictograms, PMR square, PL and VL parking.

Installation of guardrails outside the building and addition of metal impact protection.



At **Carros**, a site integrated in 2023, operators benefit from anti-fatigue mats at workstations.



Personal Protective Equipment (PPE)

We pay particular attention to protecting our employees from noise pollution. For this, we carry out **noise measurements** in our workshops and provide our employees with **moulded hearing protection**.



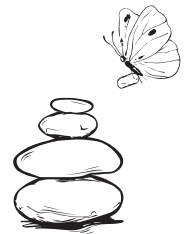
In addition, our workshops are equipped with **distributors of earplugs** for visitors.

In addition, we provide our production staff with a **complete range of PPE** including work clothes, safety shoes, gloves, goggles, masks, etc.

Well-being at work and solidarity actions

QWL week in June 2023: A sports, solidarity and connected challenge

On the occasion of the QWL week, employees were invited to participate in a **connected challenge** giving them access for 2 weeks to many physical activities and well-being (wellness and health prevention webinars, group classes in person or remotely and individual challenges around the theme of quality of life at work).



During these two weeks, a QWL/ well-being at work communication was made to all employees via the internal newsletter.

5 CONSEILS POUR PRENDRE SOIN DE SA SANTÉ MENTALE AU TRAVAIL

Établir des limites claires entre le travail et la vie personnelle
Il est essentiel de définir des limites claires pour éviter le surmenage et prévenir le burn-out. Des études, telles que celles menées par le Centre pour la santé mentale en milieu de travail de l'Université de la Colombie-Britannique, ont démontré que la capacité à séparer le travail de la vie personnelle favorise une meilleure santé mentale. Il est important de définir des horaires de travail raisonnables, de respecter les temps de repos et de préserver des moments dédiés à ses proches et à ses activités personnelles.

Favoriser une communication ouverte et constructive
Une communication efficace et respectueuse au travail est essentielle pour maintenir une bonne santé mentale. Les recherches du Harvard Business Review soulignent l'importance d'une communication ouverte et constructive pour créer un environnement de travail positif. Encouragez le dialogue, l'expression des idées et des préoccupations, ainsi que l'écoute active au sein de votre équipe. Cela peut contribuer à réduire le stress et les conflits, tout en renforçant les relations interpersonnelles.

Pratiquer la gestion du stress
C'est prouvé : le stress a un impact négatif sur la santé mentale. Des stratégies de gestion du stress peuvent aider à réduire les effets néfastes. Selon l'American Psychological Association, des techniques telles que la méditation, la respiration profonde, l'exercice physique régulier et la planification du temps peuvent réduire efficacement le stress. Intégrez ces pratiques dans votre routine quotidienne pour favoriser votre bien-être mental.

Encourager le soutien social
Maintenir des liens sociaux solides au travail peut jouer un rôle important dans la préservation de la santé mentale. Des études, notamment celles menées par l'Organisation mondiale de la santé, montrent que le soutien social peut contribuer à la réduction du stress et de l'anxiété. Cherchez des occasions d'interagir avec vos collègues, participez à des activités d'équipe et créez un environnement de travail inclusif et bienveillant.

Prendre des pauses régulières
Les pauses régulières tout au long de la journée de travail peuvent favoriser la concentration, la productivité et le bien-être mental. Des recherches menées par des experts en ergonomie, tels que Dr David Rempel de l'Université de Californie, ont démontré que des pauses régulières peuvent aider à prévenir la fatigue et le surmenage. Profitez de vos pauses pour vous détendre, vous étirer ou prendre une courte marche, ce qui peut aider à réduire le stress et à revitaliser votre esprit.

Et vous, comment prenez-vous soin de votre santé mentale au travail ?

Solidarity rides

This year, PWE has multiplied initiatives mixing sports activities and solidarity objectives.

→ **SANCERRE TRAIL**

In June 2023, PWE chose to support the **Flamme en Rose Berry** association, which works for the prevention and support of women affected by cancer. Thanks to the 15 Paragonians who participated in the **Sancerre Trail**, a race in the Sancerre vineyard, PWE was able to help the association in its fundraising.



Photos of the 15 participants in the Sancerre Trail in June 2023.

→ **CHALLENGE RAMÈNE LA COUPE À LA MAISON 2022** (Bring The Cup Home 2022)

On the occasion of the World Cup in Qatar at the end of 2022, five participants of the Young Grenadier Network program, including two from the Paragon Western Europe region, organized the **Bring the Cup Home** challenge. This challenge was an opportunity to unite all employees of the Paragon group, to which PWE belongs, around two challenges:

- a **prognostic challenge**, with the help of the provider
- a **team walk challenge**, with the help of the provider

 **Scorecast Business**




In addition to being a challenge to have fun and interact between regions, it was also an opportunity to support

AMNESTY INTERNATIONAL and

the measures that the foundation is helping to put in place in Qatar, by inviting all employees of the Paragon group to make donations

Among the more than 800 participants in the challenge, the teams in our region distinguished themselves by winning the walking challenge and ranking in the top 5 of the prognostic challenge.



The winners of the challenge bring La Coupe home and the Young Grenadier team, organizers of the challenge, down the stairs of the Sacré-Coeur before the cheque is handed over to AMNESTY FRANCE.



The winners of the Bring the cup Home challenge handing over the €10,000 cheque to the President of AMNESTY FRANCE, Jean-Claude Samouiller.

The winning teams as well as the young Grenadians behind this event were invited in March 2023, in Paris, **to give AMNESTY FRANCE a cheque for €10,000, composed of €3,250 in donations from PWE employees.**

Amnesty International is a human rights organization that campaigns for the right to freedom of expression, an end to torture and other human rights violations around the world.



Social benefits

Our teams employed within the different legal entities of PWE enjoy **varied benefits specific to the collective agreements applicable by entities and to the specific agreements negotiated.**

Among these advantages, we can mention for example:

The **coverage of mutual costs up to 70%** by the joint action of the company and the CSEs.

The **profit-sharing bonus** (the terms of which vary according to the legal entities).

Extra-legal **coverage by the company of the first day of absence in the event of sick leave** for our employees working in the printing sector.

The **contribution to social and cultural works** is 45% higher than the conventional minimum. Participation of the employer in **the admission costs of Restaurants Inter Entreprises (RIE)** or **partial assumption of restaurant titles.**

Charter or **teleworking agreement.**

Co-option premiums.

Introducer bonuses.

The Great Place To Work Survey (GPTW)



In June 2022 and 2023, a survey was administered to all Paragon Western Europe employees by a benchmark player in quality of life at work, Great Place To Work (GPTW).

In 2023 and 2022, **70% of employees surveyed responded** to the survey.

Among the 12 participating companies, **3 received the Great Place To Work label** thanks to their Trust Index rating of more than 65%:

- Paragon **Romania**
- Paragon Customer Communications International in **Paris**
- Paragon Editique **PACA**



Did you know?

GPTW administers each survey from A to Z and thus ensures the **confidentiality** and complete **anonymity** of the responses.



The Great Place To Work Survey (GPTW)

Duration of survey: 3 weeks

Target of the survey: all PWE employees (permanent, fixed-term, apprentices)

Composition of the survey:

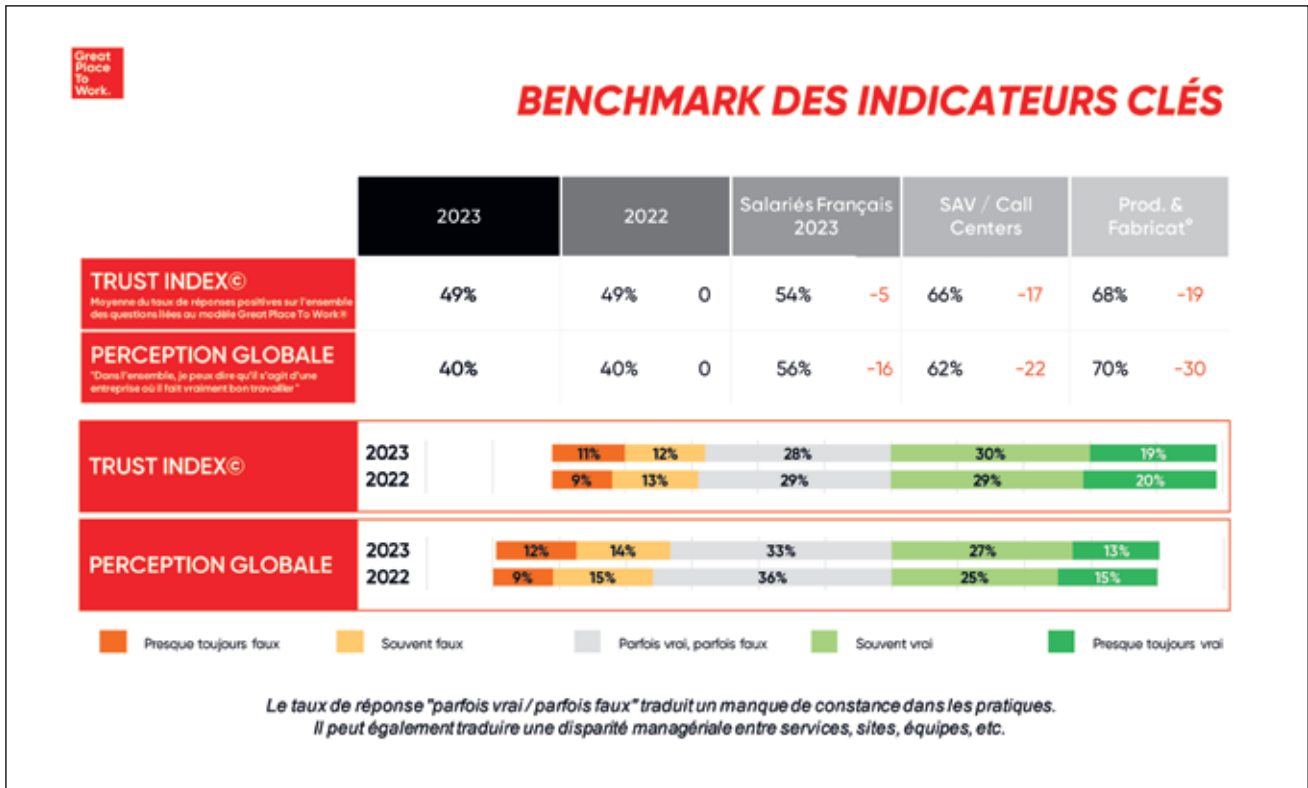
- 60 Closed-Ended Questions
- 2 Open-ended questions
- 10 Demographic Questions:

Response system: choice of the response between the following 5 statements:

Almost always wrong	Often false	Sometimes true, sometimes false	Often true	Almost always true
Negative Responses Practices that do not exist or are poorly perceived by employees		Neutral Responses Existing Practices but Lacking Consistency	Positive responses Practices well perceived by employees	

Following the closure of the survey, GPTW provided PWE with detailed statistical analysis and targeted recommendations to improve the organization's Trust Index.

GPTW's latest synthesis compares the results of the June 2023 survey with those of the 2022 survey and shows - despite some variations at the local level - **a stability of the overall results.**



Legal entities have been autonomous in the implementation and monitoring of actions following the 2022 GPTW survey.

The improvement actions implemented mainly concerned 2 themes:

Improved conditions or working environment

Example of actions:

- ✓ Creation of a teleworking charter in sites that allow it.
- ✓ Improvement of the finishing line working conditions (trimming suction system).
- ✓ Increased moments of celebration and conviviality.

Improved communication

Example of actions:

- ✓ Implementation of dynamic display screens in workshops.
- ✓ Deployment of the monthly L'Etonnante newsletter in print for greater accessibility. Implementation of flash meetings in certain departments.
- ✓ Organisation of meetings and cross-site sharing (e.g. DTP, seminars, etc.)

A few moments of sharing and conviviality at PWE during the 2022-2023 financial year



Training and career development

Strategic challenge in a sector in continuous change, the training of our employees is one of our priorities to guarantee:

- Adaptability to changes in our business lines and markets
- Developing their employability
- Raising our teams' awareness of key issues

Each year, PWE aims to devote minimum **1.5% of its payroll** for Training

PWE invested **€200k** in the training of its employees in 2022-2023



Training in: Management, CSR, office automation, IT, English, Occupational Health and Safety (First Aid Worker, fire extinguisher handling, screen work, etc.) and business technique (flexography, machine control, business software, etc.).

During the year 2023, more than **10,000 hours of training** were provided to PWE employees !

Did you know?

The educational costs of a company include all expenses necessary for the organization and the implementation of training programs followed, internally and externally, by employees (training costs, travel, accommodation and catering costs, etc.).



In addition to the systematized job interviews in all sites, annual interviews were offered to employees in some sites. These interviews make it possible to take stock of performance and career development prospects, in order to support each employee in the development of their skills and professional career.



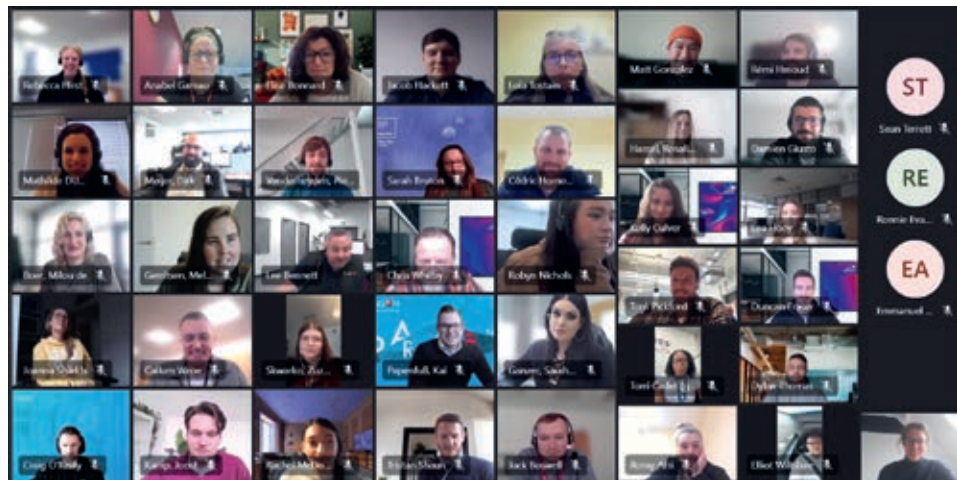
Two development programmes proposed by the group:

Paragon Western Europe is a region of the Paragon Group, a brand of the Grenadier Group.

↪ **YOUNG GRENADIER NETWORK**

Within this organisation, the Young Grenadier Network (YGN) programme, launched in 2020, brings together young talents from all over Europe around common challenges. All employees who have recently joined the organization or their position, can join the Young Grenadier Network. This pan-European programme is an opportunity for Paragon Western Europe's YGNs to practice English, develop their network within Grenadier, learn to work on a project within a group of employees of different nationalities and backgrounds and present the results of their work to the top management of the Grenadier group.

Between 2022 and 2023 more than 6 young talents from PWE participated at least once in the program.



↪ **EUROPEAN LEADERSHIP DEVELOPMENT PROGRAM**



In January 2023, the 3rd cohort of the European Leadership Development Program (ELDP) was launched.

Candidates for the program are selected from among Grenadier Group managers with a high potential for change, able to positively influence change and implement the lessons learned from the program within their respective entities.

This 18-month program organized by the Grenadier Group aims to build a pipeline of leaders trained in leadership.

The 2023 cohort consisted of 41 mentees including 4 PWE mentees.

Diversity, equality, and the fight against Discrimination

Each year, many actions are deployed within PWE with the aim of promoting diversity, the work of people with disabilities and gender equality.

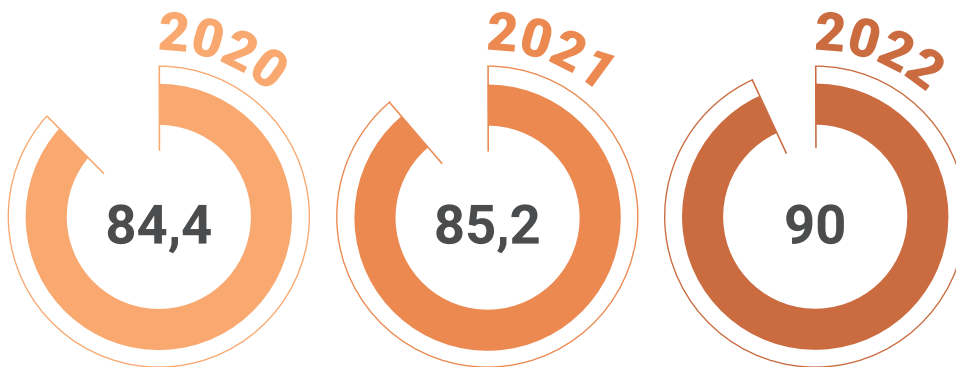
In the 2022 GPTW survey, 82% of PWE employees agreed with the sentence, "Employees are treated fairly regardless of their ethnicity." and 87% agreed with the sentence, "Employees are treated fairly regardless of their sexual orientation."

Great
Place
To
Work.

Professional equality for women-men

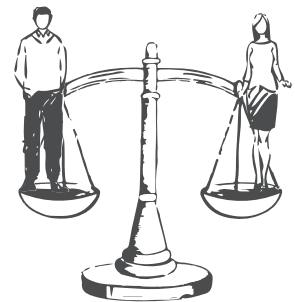
Proud of our efforts in the area of gender equality, our F/M professional equality index progressed again between 2021 and 2022. Indeed, the latter increased from 85.2 to 90 on average for the entities concerned. PWE maintains its position on the subject by being among the companies whose index is higher than the French average (86 in 2022).

Evolution of the professional equality index Women-Men since 2020



In order to improve this index, **PTSA** has set targets on two indicators that did not achieve the maximum score in the previous year:

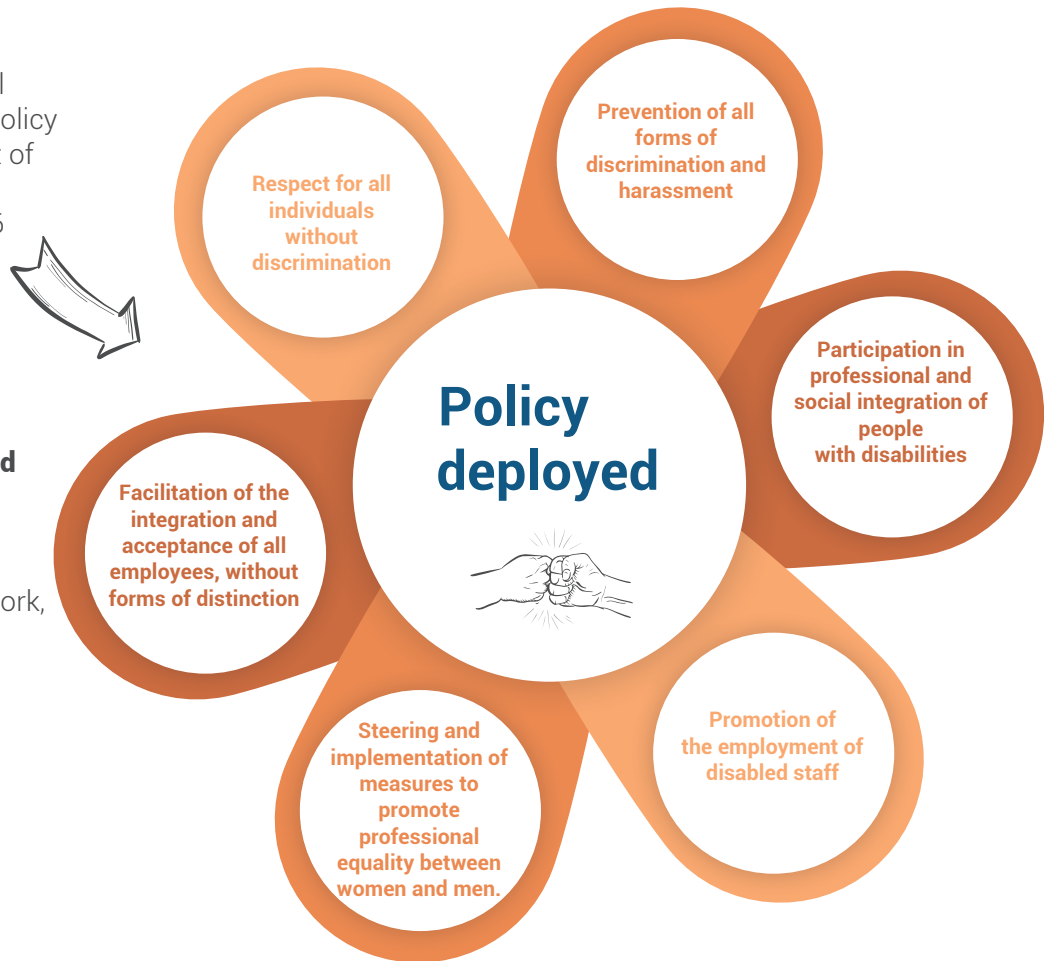
- **The gender pay gap:** aim to reduce the gender pay gap to no more than 5%.
- **The ten highest salaries:** objective of including two women in these salaries.



Diversity, Inclusion and Equal Opportunities

Since 2012, PWE has been committed to a policy of diversity, inclusion and equal opportunities. In 2023, this policy is now anchored at the heart of our organization which is committed to the following 6 objectives:

In addition, this policy is reinforced by **the company agreement on professional equality between women and men**, aimed at reducing and eliminating discrimination between women and men, whether in terms of hiring, work, status or even salary



Fight against Discrimination

PWE's cultural driver lies in the differences that exist between all of its employees.

Recruitment and managerial relations are thus governed by two fundamental principles: **respect for privacy and the prohibition of discrimination**. It is therefore forbidden to select candidates taking into account certain personal characteristics covered by the law, such as age, origin, family situation or health status. In addition, these two principles require that any information requested be related to the nature of the job to be filled and the tasks to be performed within the framework of the latter.

Human rights

PTSA signed the **Global Compact** as early as December 2006. This global voluntary initiative commits PTSA to making annual progress in integrating and promoting principles relating to respect for human rights, international labour standards, the environment and the fight against corruption. Thus, 15 years later, PWE continues to defend these principles, particularly within its values and its ethics policy.

Forced and child labor

PWE pays particular attention to child labour and forced labour.

The goal of 100% **legal compliance** and total absence of recourse to practices such as child labour, forced labour, hidden labour or human trafficking within the value chain of our services and products is **ensured by the sharing and commitment of our suppliers to the principles of our Ethical Charter.**

Promoting the employment of people with disabilities

With an **average Age iph rate of 8% in 2022**, we have demonstrated our willingness to be a responsible actor that can have a real impact on the integration of people with disabilities. In this context and with the **aim of ensuring the hiring and integration of employees with disabilities, we regularly exchange with Occupational Medicine in** order to arrange our working environments in the best possible way (examples: custom-made manufacture of specific mandrels, three times lighter, in order to limit the carrying of loads, acquisition of ergonomic seats, implementation of a specific coil handling device to facilitate the work of two employees with disabilities, etc.). As our priority is **to integrate internally staff with disabilities before using companies in the protected sector, PTSA** has hired 2 employees (1 Professional Qualification Certificate (CQP) and 1 apprenticeship contract) with recognition of the status of disabled worker in the 2022-2023 fiscal year.

Partnerships with the Protected and Adapted Labour Sector (STPA)

For more than 20 years, PWE has been developing collaborations with Labor Assistance Establishments or Services (ESAT), Adapted Enterprises (EA) or companies working for professional reintegration. Today, all our production sites have established privileged partnerships with these companies. Integrated and monitored as standard suppliers, our STPA partners offer different know-how and locations throughout France, in order to be as close as possible to the needs of our customers.

Services used by PWE

Provision of employees on site.

Packaging operations, fulfillment, order preparation at our logistics sites

Outsourcing of manual operations.

Removal and gluing of cards, production of kits, packaging, gluing, sorting...

Reprographic services and activities

Printing and shaping

Labor/Management Relations

Within Paragon Western Europe, the **Executive Committee (COMEX)** and the **Management Committees (CODIR)** of each legal entity use several means to communicate and exchange with employees.

Some of these means are unidirectional, such as communications by email and on bulletin boards, while others are bi-directional, such as **social dialogue** on the occasion of mandatory legal proceedings, **Mandatory Annual Negotiations (NAO)** organized each year by the entities legally subject to them and meetings with the **Social and Economic Committee (SEC)** of the legal entities concerned.

During the financial year 2022-2023 **more than 75 meetings** took place between the management of the entities and their bodies (CSE, CSSCT, etc.).

In parallel with legal means of dialogue, modes more direct and frequent information has been initiated in recent years.

The "L'Étonnante" newsletter became monthly from December 2022. It is addressed to all employees and reports on news within all PWE: Human Resources (recruitment announcements, new arrivals, etc.), CSR (local initiatives, new certifications, etc.), commercial success, investments and company life in the broad sense (local events, competitions, etc.).



The deployment of "flash" meetings to enable teams to share information on the life of PWE

The implementation of **QWL surveys (Quality of Life at Work)**. These surveys are carried out in particular as part of a Printethic CSR certification process at certain sites and as part of the Great Place To Work survey at PWE.



PLANET

PWE has always been at the forefront of Corporate Social Responsibility commitments since its inception as a printer. Today, every time we diversify into a new area, we make sure to strengthen that culture.

ECO-DESIGN

- Proposing eco-designed and innovative offers.



ZERO WASTE

- Waste recovery rate = 90%.
- Paper waste reduction program.
- Work on 2030 recycling channels.

NATURE AND BIODIVERSITY

- Develop actions in favour of biodiversity with one major action per entity and per year.

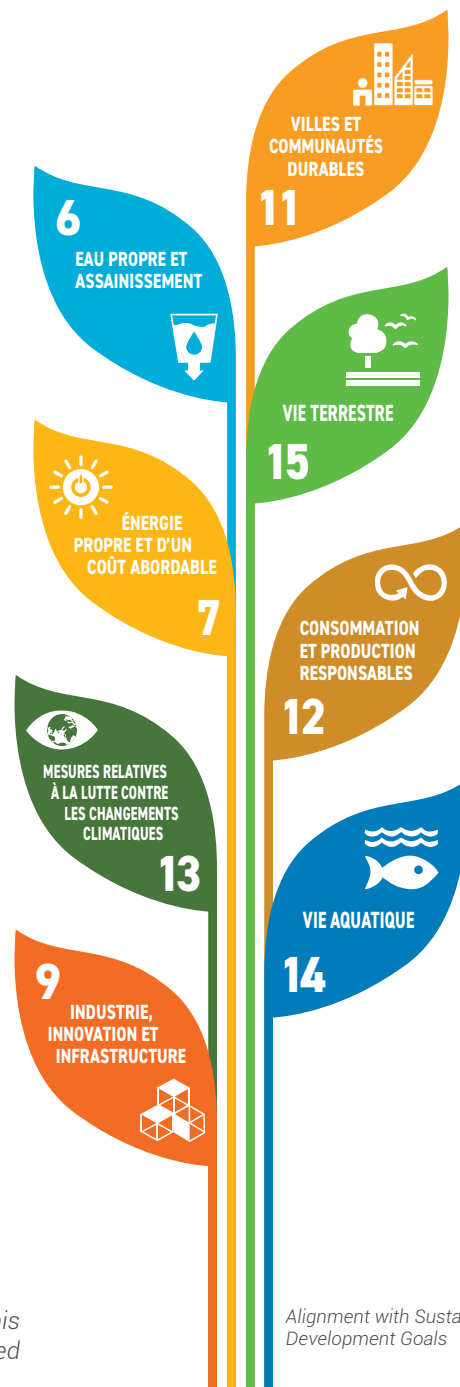
ZERO EMISSION

2031 : reduce our scope 1, 2 and 3 emissions by 45%.

2050 :: zero emissions by combining structural reduction of our emissions and carbon offsetting.



Scopes 1 and 2 are detailed in this chapter, while scope 3 is discussed in the PARTNERS chapter.



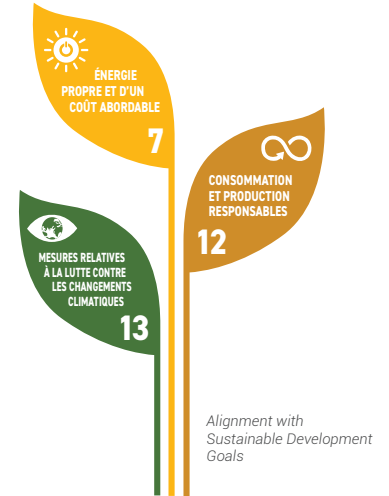
Alignment with Sustainable Development Goals

Emissions and Carbon Footprint

Faced with the challenge of global warming, the theme of the carbon footprint is one of the main challenges of PWE's policy. As industrialists, we must **reduce our greenhouse gas (GHG) emissions** in order to limit our impact on the environment and climate change.

We wish to contribute, at our level, to the achievement of the objectives that France set itself during the Paris Agreement and in its National Low Carbon Strategy (SNBC).

For the second year in a row, we have established our Gas Emissions Balance Sheet greenhouse effect (BEGES) on the 3 emission categories -scopes 1, 2 and 3- on the following perimeter: PWE activities including 5 of our 11 legal entities.




Upstream



Production





Downstream


SCOPE 3
 indirect emissions


Supply purchases
 Inputs
 raw materials and packaging
 Tertiary services: IT, telecommunications, banking
 Depreciation
 Territorial footprint of buildings, production sites and other fixed assets


Incoming freight
 Travel Business travel, visitor travel, commuting
 Transportation
 Routing OF goods and raw materials





SCOPE 1
 direct emissions from combustion sources

Energy
 Fuel combustion
 Excluding Energy Processes emitting methane, halocarbons and other Greenhouse Gases (GHGs).




SCOPE 2
 indirect emissions

Energy
 Electricity consumption
 Steam consumption and cold




SCOPE 3
 indirect emissions

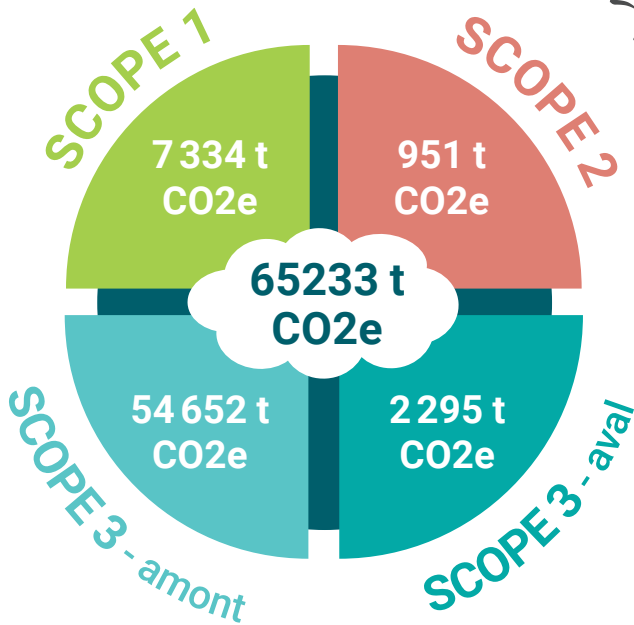
Outbound Freight
 Transportation
 Distribution of goods and products

End of life
 Use of products Waste and end of life of Products sold





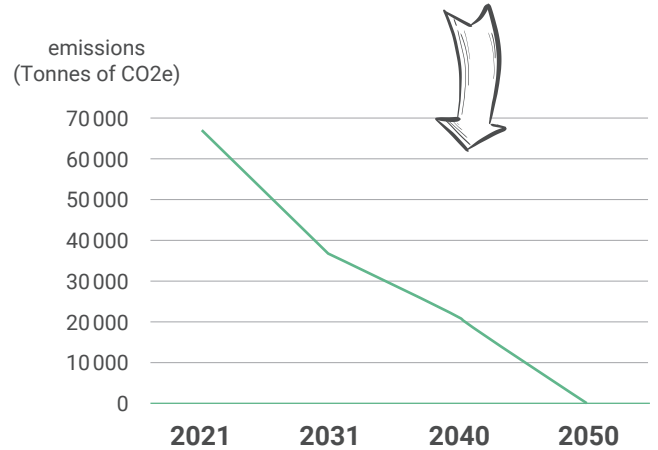
Greenhouse gas emissions report
(Measurements carried out in calendar year 2022)



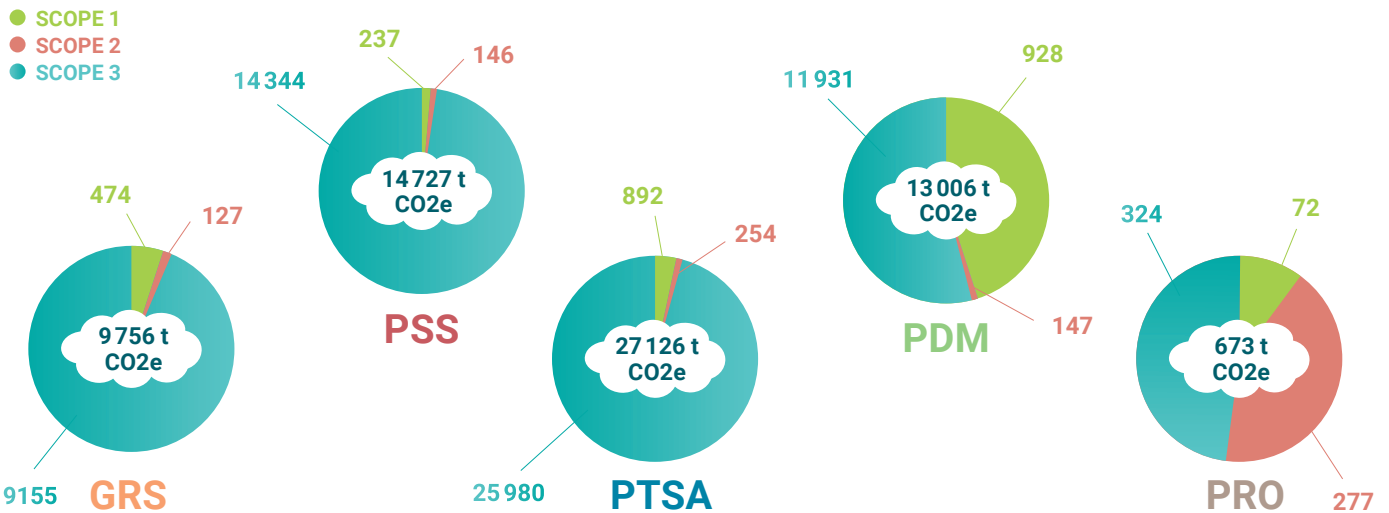
TRAJECTORY AND OBJECTIVES

2031: reduce our scope 1, 2 and 3 emissions by 45%

2050: Zero emissions by combining structural reduction of our emissions and carbon offsetting



Greenhouse Gas Emissions Balance Sheet by Entity (2022)



Data collection has been better structured this year, which allows us a more comprehensive feedback. We now have a solid basis for developing more detailed action plans, **especially on scope 3, which accounts for more than 85% of our emissions.** Our challenge is therefore to involve our major partners in this process: paper manufacturers, printers, carriers, service providers.

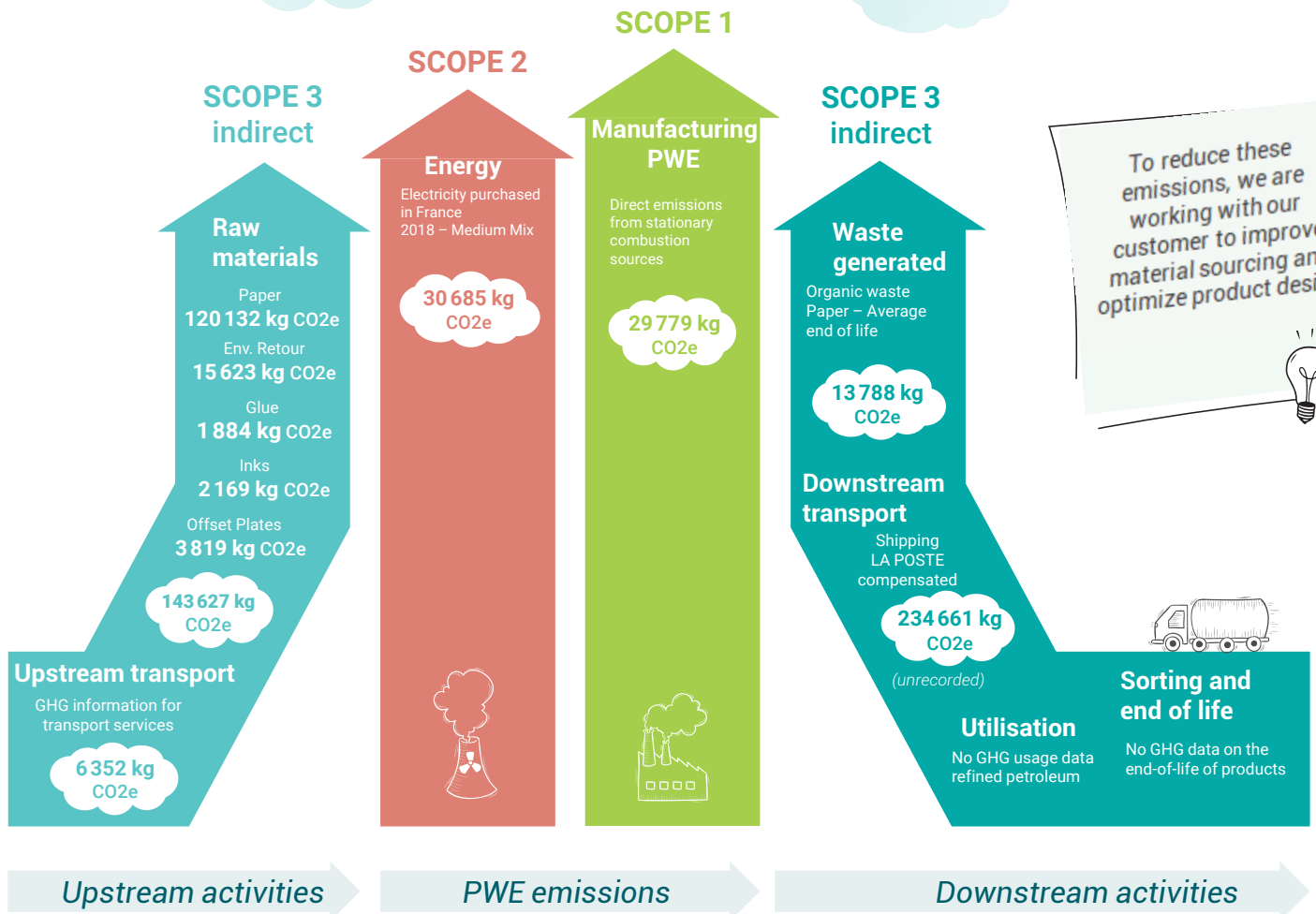
Other actions are carried out

- We carry out plant carbon balances to analyse our main emission items and implement targeted actions to reduce them.
- We carry out Life Cycle Assessments (LCAs) and Carbon Balances (BCs) customised for some of our customers in order to assess the impact of their productions on their business and to look for solutions to reduce emissions.

→ We help our partners and suppliers calculate their carbon footprint by sharing our approach, our calculation tools and our reduction targets, while collaborating with them on low-carbon offers.

Concrete case of a carbon footprint carried out for one of our customers

GHG emissions generated by 2021-2022 annual production
233 t CO2e

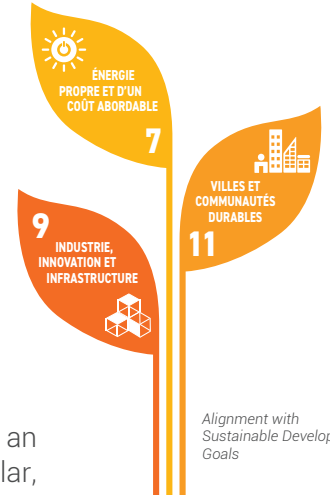


To reduce these emissions, we are working with our customer to improve material sourcing and optimize product design.



Energy usage

The climate challenges and the unprecedented energy crisis we have faced in recent years have led us to take many actions on our consumption in order to achieve **energy sobriety**. Controlling and reducing our energy needs are essential elements of our CSR approach.



Renewable electricity



In order to reduce our carbon impact, we have opted, from 2019, to subscribe to an electricity supply contract with EDF integrating **20% of renewable green energy** (solar, hydraulic, wind).

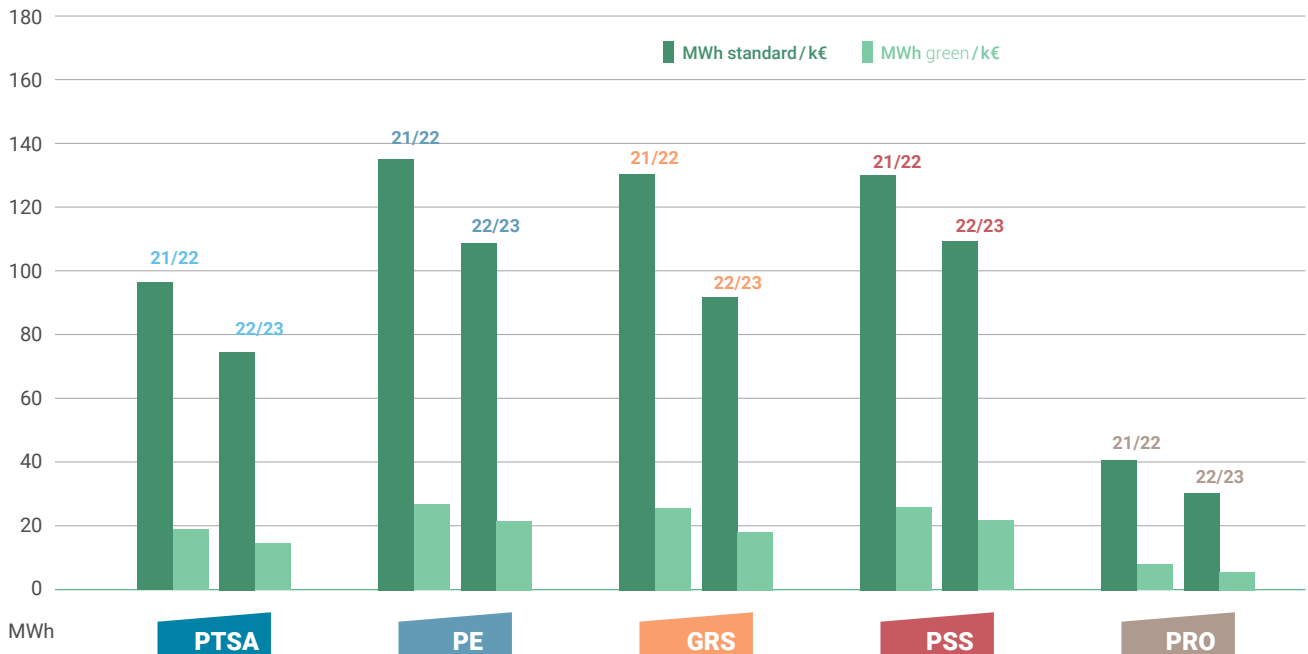
Did you know?

Renewable electricity is on average, about 5 times less greenhouse gas (GHG) emitting than nuclear electricity and about 4 times less emitting than the electricity mix in France.



This contract covers all sites and allowed, over the period from 2021 to 2023, to reduce our GHG emissions from 817,080 kg CO₂e

Evolution of the electricity consumption of entities according to their turnover, between 2021-2022 and 2022-2023



Energy audits

To better control our consumption and meet the increasingly important regulatory requirements on this subject, we carry out energy audits on our industrial sites in order to determine energy-intensive stations and activities and propose corrective measures.

In **Cosne** and **Bozouls**, energy audits were carried out in 2023 on our plants by integrating feasibility studies for alternative energy production solutions (geothermal, hydroelectric power plant, photovoltaic panels, Fuel Cell).

This results in action plans with immediate impact, and longer-term projects that are under consideration.

In **Noyelles**, the new energy audit planned for 2024 will make it possible to verify that the actions undertaken since 2021 have a positive impact and will highlight potential new areas for reflection.

Lights

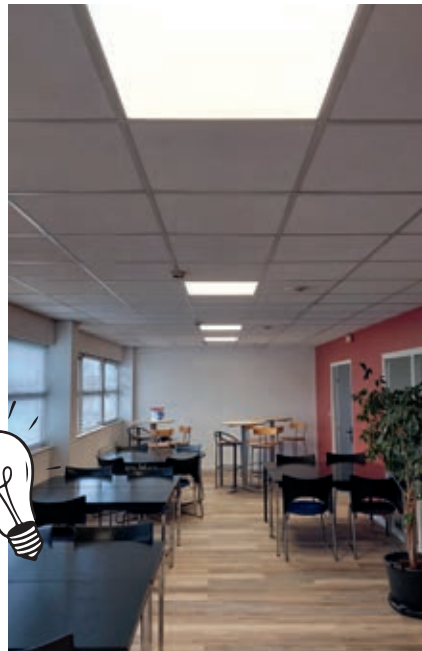
Reducing the energy needs for lighting was primarily through the replacement of fluorescent tube installations with LED lighting.

Thus, on the **Noyelles** production workshops, more than 1,000 obsolete old generation lights have been replaced by 560 LED light sources. Consuming almost **50% less energy**, having a higher light input and providing additional working comfort for our employees, these new lights are now essential. Based on this first observation, the replacement was deployed on the administrative offices in 2022-2023 where 130 fluorescent assemblies were replaced by 71 led panels. To date, almost the entire site has switched to LEDs.

The sites in **Cosne, Linselles, Noyelles and Romania** are now fully equipped with LEDs. The sites of **Bozouls, Bailleul, Blois** have renewed about **60%** of their lighting.



In parallel, we also equip our sites with presence detectors or lighting timers in sanitary facilities and certain common areas.



New LED slab lighting installed in a meeting room, at PSS.

Heating

The heating of our sites is an important item to take into account in the management of our energy consumption, so the replacement of obsolete or ageing equipment is essential.

In **Noyelles**, the old, unreliable and highly energy-consuming roof heating installation required an upgrade due to the competition of newer and environmentally friendly models. Based on this observation, existing systems have been replaced by condensing boilers which are **30% more economical**.

Work began at the end of 2022 and commissioning was carried out in the middle of the 1st quarter of 2023. The first feedback on this new installation is very positive and we expect these advances to be confirmed during the winter period.

This upgrade should not only improve the energy efficiency of the facility, but also reduce operating costs while being more environmentally friendly

The **installation of air** strippers to stir the hot air that stagnates on the roof to bring it down to where it is needed and further limit gas consumption, further optimizes yields.

In **Cosne**, on-site temperature control and monitoring **reduced gas consumption by about 30%**.

In **Ney**, the frames of the administrative offices have been replaced, allowing **better insulation** and a **reduction in heating costs**.



New variable speed compressor installed in Bozouls.

Compressed air

Compressed air is an expensive energy: 20 to 40% of the compressed air produced is lost in leaks from various sources.

A **compressor shutdown** routine outside of site opening hours is implemented on all of **our industrial sites**.

In **Noyelles**, a compressor with outdated technology and poor performance has been replaced by a variable speed compressor since 2021. To complete the installation, a compressor start and stop regulation assembly has been associated with the new machine. This series of changes **reduced electricity consumption and CO2 emissions by 20%** on the compressed air station.

In **Bozouls**, the aging compressor has also been replaced by a variable speed compressor whose power has been adapted to the current machine fleet, which allows **an energy saving of €5k per year**.

In **Aigurande** too, the subject is important since a compressor has been changed to aim for **better efficiency** of energy consumption.

In addition, **air leak research** on the machine park of all our industrial sites are planned, with the aim of reducing excessive consumption as much as possible.

Did you know?

According to ADEME, in one company out of two, **40% of compressed air production is only used to supply leaks.**



A leak of 1 mm in diameter on a 7 Bar network causes a loss of 5m³ / h, i.e. a cost of €300 per year on the electricity bill. For a 3 mm leak on this same network, it costs an average of €1969 per year!

Mobility



Employee travel is a significant source of CO2 emissions.

While some travel is unavoidable in the context of our activities, we now prefer **remote meetings and other means of telecommunication** to exchange with the various internal and external stakeholders.

Renewal
progressive fleet
hybrid car/Electric

36% vs 18% N-1

Each PWE site has vehicles for the occasional travel of its employees. Frequent travellers, on the other hand, are equipped with company cars.

As part of meeting our CSR commitments and reducing our GHG emissions, we have decided to renew our entire vehicle fleet by choosing to **focus on hybrid or electric vehicles**.

To support this change, a study is underway for the installation of electric vehicle charging stations at most of our sites. **Two charging stations** have already been installed in **Cosne** for company vehicles.

The **solution of public transport or vehicle rental** remains recommended as soon as distances allow. At the **Nanterre** site, which mainly includes activities in the tertiary sector, we have set up a **teleworking agreement**, to allow everyone to work from home for up to two days a week.

Autres actions

In addition, many good practices have been put in place at our various sites to apply energy saving plans, such as:

- ✓ Shutting down computers and printers every night
- ✓ Shutting down production machines and compressors on weekends when there is no production
- ✓ Lower heating temperatures during the winter months
- ✓ Optimization of production schedules to reduce high consumption due to equipment start-up
- ✓ Turn off lights in work areas during breaks
- ✓ Use natural light as much as possible during the day
- ✓ Regular energy sobriety points during flash meetings with reminders of good practices



Paragon Romania

Following our actions in Romania, in a context of activity growth of + 26%,
energy consumption was reduced by 37.63%.

Waste management

A proven policy

The waste we produce directly impacts our environmental footprint in the short, medium and long term. Aware of this impact, PWE has put in place a waste management policy focused on two complementary pillars.

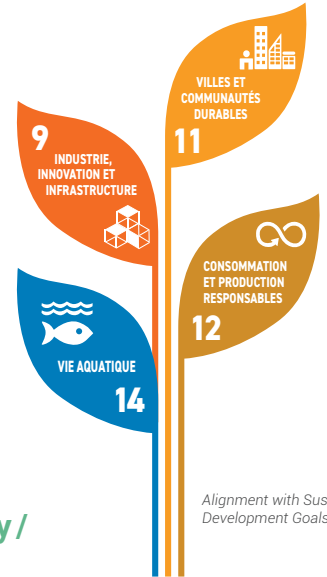
Reducing the number of waste produced:

By reducing our waste through a policy of **reducing waste** and developing the **eco-design of our offers**, we save raw materials and limit environmental pollution.



Improving recyclability / upgrading of waste:

By **reusing materials**, we preserve our environment and make our actions more accountable.



This policy applied to both tertiary and industrial sites has thus made it possible to save exhaustible raw materials, limit pollution and, at the local level, have less recourse to incineration, storage or landfill.

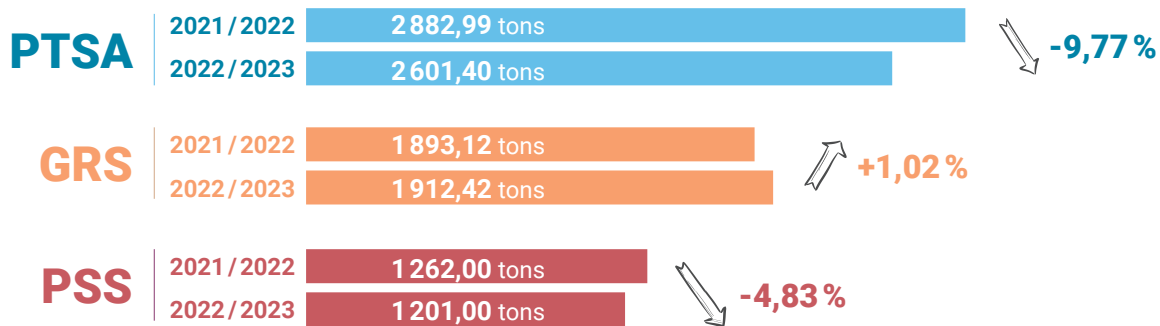


The 2022-2023 financial year has proved the effectiveness of the actions implemented by PWE, with the achievement of a rate of revaluation of waste, **89,6%**, vs. 81.2% for 2021-2022 .

Percentage of waste recovery by entity for 2022/2023



Evolution of the weight of waste produced by entity



Results and new actions during the 2022-2023 financial year

As expected, **glassine or "silicone paper" from our Paragon Éditique entity is now recycled.**

The implementation of the revaluation of soiled rags as well as cartridges, cups, cans, plastic bottles, neon lights, batteries, etc. was also introduced within this entity during the 2022-2023 financial year, thus improving its management of multiple wastes



At **GRS**, the **selective sorting of individual waste** in the common areas (rest room, catering, coffee machines) and in the offices is now implemented with the implementation of sorting bags provided for this purpose.

For bio-waste such as food scraps and pods, a composter has been installed.

In addition, a communication campaign on the subject of sorting was carried out with all the entity's staff.

At **PSS**, the actions implemented for several years (selective sorting, two compactors, etc.) have made it possible to obtain superb environmental benefits quantified by our partner. Thus, for 2022, the recovery of **PSS** waste represented a gain of 1,496 kWh of electricity, the equivalent of 17,952 hours of use of a PC.

The **implementation of new procedures and actions for the sorting of waste** within **Paragon Romania** has made it possible to strengthen the sorting of waste and their recovery rate. Thus for the 2022-2023 financial year, an increase of 21% in waste recovery and a decrease of about 14% in waste production could be observed for this entity.

Regarding **PTSA**, the **partnership work continues** with our service provider to define the qualities of waste and develop an awareness plan, with the aim of improving the recovery of 4% over 6 months.

The implementation of our ambitious **program to reduce our waste paper mills** also allows us to reduce the amount of waste per year by several tons.



In addition, the monitoring of local partnerships (Cedar and Elise) for the **sorting of the 5 flows (glass, metal, paper, plastics, wood)** always makes it possible to recover **100%** of our office waste for the sites of **Nanterre** and **Marcq-en-Barœul**.

New actions are planned for the next financial year, such as the source sorting training program for our employees at the **Noyelles** site.

We are constantly working on improving the recovery of our waste. Thus, the sorting instructions will continue to be better defined and harmonized across all sites. This will allow us to carry out a more rigorous sorting, which will result in the reduction of sorting errors and the increase in the recovery of our waste.

Water and effluent



Water is a vital global resource and its management is a key element for a sustainable future. This is why we monitor our consumption and constantly seek to reduce it, while ensuring the quality of our discharges.

In order to limit our water consumption, **100%** of the sanitary taps in the buildings of **Noyelles** and **Cosne** are equipped with push buttons. These pushers reduce the amount of water dispensed while preventing distracted users from running the water unnecessarily.

In addition, a monthly preventive maintenance routine for sanitary facilities is in place **to limit water leaks**.

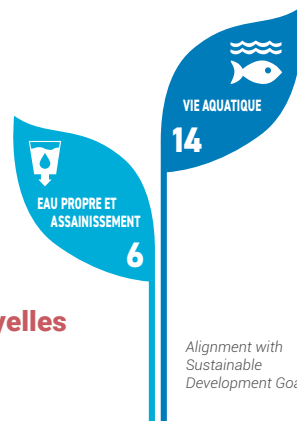
To go even further in the process, **Noyelles** planned in the last quarter of 2023 the **installation of a remote meter reading** on its water meter. This management tool will make it possible to monitor consumption in near real time and thus react quickly and effectively in the event of an anomaly.

In **Bozouls**, the use of a PTC with plates without chemistry saves **40,000 litres of water** for the second year in a row.

The **Cosne** site being located on the banks of the Nohain River, a project to restart the hydroelectric power plant to produce energy is under consideration and allows us to better understand our environment.

Rainwater from the **Cosne** site is discharged into this river. We have therefore installed hydrocarbon separators to filter rainwater. Draining and cleaning of these installations is carried out regularly by an approved body.

In addition, to preserve the natural environment of the site, **regular measurements of the quality of the discharged water are carried out**.



The Imprim'Vert brand, for which most of our printing sites are labelled, requires in particular good management of waste, storage and use of hazardous liquids, environmental awareness of employees, and monitoring of consumption.

Thus, process water is collected by an authorized service provider for biological treatment.

Did you know?

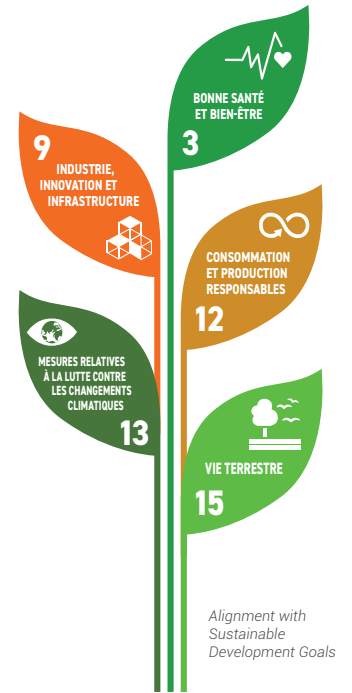
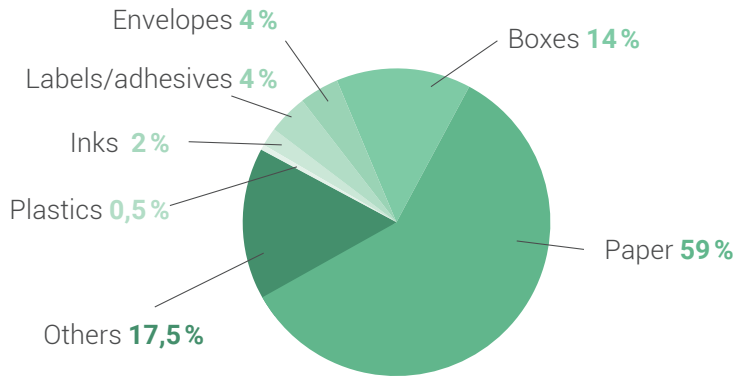
1592 printers have been labelled Imprim'Vert since 1998.



Subjects

Nous utilisons au quotidien des volumes importants de matières premières, à la fois dans nos process de production (papier, enveloppes, étiquettes adhésives, encres, produits chimiques, colles, plaques offset) mais aussi pour l'emballage de nos produits (cartons, palettes, films plastiques, cerclages...).

Près de **62 %** de notre volume d'achats de 2022 a été consacré à l'approvisionnement des matières premières.



Responsible purchasing

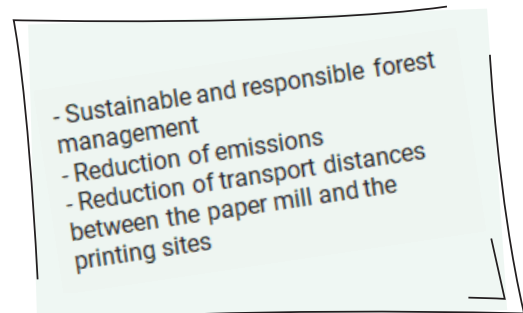
We have been a signatory to the Supplier Relations and Responsible Purchasing Charter since 2021.

Designed by the Corporate Mediation and the National Purchasing Council, the Supplier Relations and Responsible Purchasing Charter aims to encourage companies and public actors to adopt responsible practices vis-à-vis their suppliers, by raising awareness among all economic actors of the challenges inherent in responsible purchasing and the quality of customer-supplier relations. It is in this same spirit that we conduct annual campaigns to evaluate the extra-financial performance of our suppliers and ask them to adhere to our supplier code of conduct and ethics.

➔ **Objective: Obtain the RFAR label for any PWE**

Papers

- **100%** of our papers come from the EU or Great Britain
- **More than 96%** of the papers used are PEFC or FSC certified
- **Selection of papers** with optimized environmental characteristics



Plastics/packaging films

Aware of the impact of plastic on our environment, we are committed to **eliminating overpackaging and proposing alternative solutions to plastic** by looking for eco-responsible alternatives currently available on the market.

Actions in this direction have already been developed:

- 100% recyclable plant-based packaging films
- use of kraft tapes as a replacement for filming
- removal of secondary or tertiary packaging by offering packaging as soon as possible: in bulk in cardboard or palbox
- replacement of plastic tape with paper tape

Cartons and packaging

All the boxes we buy are **100% recycled**. We optimise packaging formats as much as possible and, where possible, packaging is done in a pallbox, which generates less packaging.

Inks

- **Continuous offset:** The UV inks used meet the regulations in force by not containing the following substances commonly called "mineral oils" :
 - Mineral Oil Saturated Hydrocarbons (MOSH)
 - Mineral Oil Aromatic Hydrocarbons (MOAH)
 - Polyolefin Oligomeric Saturated Hydrocarbons (POSH)
- **Flat offset:** The selected ink range is vegetable based.

For products in contact with food, we use specific inks called "food".

Chemical products

Aware of the impact of these products both on the environment and on the health of our employees, we attach great importance to the selection of these products to ensure that they respect our commitments and our values.

In accordance with the commitments made during the "Imprim'Vert" labeling of our Print sites, **we do not use any product identified as CMR category 1A and 1B** (Carcinogenic, Mutagenic, Reprotoxic).

Awareness-raising is regularly organised for the employees concerned.

Did you know?

CMRs classified in category 1A or 1B bear a label with the signal word "**Danger**",



a specific hazard statement (H350

H340 or H360) and the pictogram "**Danger for health**".

Ecodesign

Ecodesign is an approach that evolves thanks to feedback, thus making it possible to act in the design of products and services by including environmental issues.

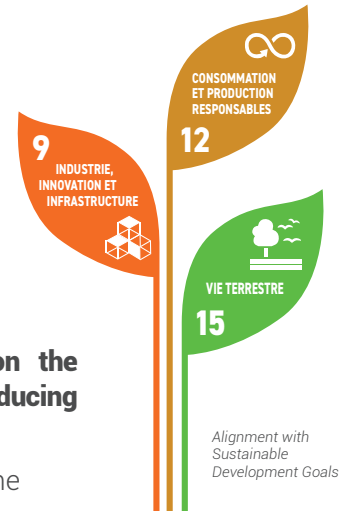
The objective is to meet the needs of users, improving the environmental impact while remaining economically viable.

Ecodesign is defined as a **“methodical approach, which takes into consideration the environmental aspects of the design and development process with the aim of reducing negative environmental impacts throughout the life cycle of a product”**.


With this in mind, we regularly train our sales, quotation and manufacturing staff on the challenges and techniques of ecodesign.

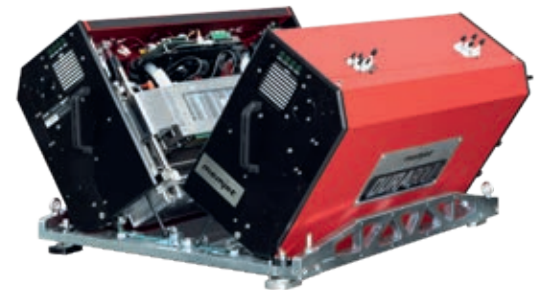
Aware that this transformation cannot be carried out alone, we work collaboratively with our customers and suppliers to evolve our **offer and offer more environmentally friendly products**. This involves improving our know-how, optimizing our processes, as well as adapting our purchases and packaging.


- ✓ Plates without chemistry
- ✓ Environmentally friendly inks
- ✓ Process optimization
- ✓ Proposal of eco-designed offers against standard offers
- ✓ Use of recycled materials
- ✓ Packaging optimisation
- ✓ Alternatives to plastic with plant-based films




Real life example

 **We invest in innovative hardware** to help us optimize our manufacturing processes. For example, by acquiring high-resolution digital inkjet printheads on our **Cosne** site, we manage to remove a printing step on certain products while improving their customization. This allows us to **reduce our energy consumption, paper, and generate less waste**.




 In collaboration with our production teams, we have developed, after several months of research, testing and adaptation of our process, **adhesive labels without silicone backing**.

 For some customers, the reduction in packaging is reflected in the **reuse of boxes and pallets**.

 **Upcycling** consists of recovering used materials that are no longer used, in order to give them a second life. We can then say that we create something new with old, without transforming or deconstructing the raw material we use.

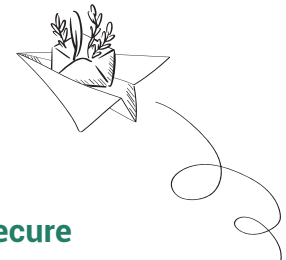
Thus, for our customers in the distribution sector, we manufacture tarpaulins and other promotional marketing materials and offer in our offer, a recovery service for these tarpaulins that we transform back into tote bags, tote bags and kits. The proposed service integrates different stages of the revaluation of the material: cutting, cleaning, making up.

 In collaboration with Henkel, PWE has developed a **revolutionary quilted envelope** to meet the demand of consumers who increasingly want to use sustainable and recyclable packaging.

Called **ecoMLR**, this eco-friendly alternative overtakes the conventional plastic bubble cushioned envelope. The production of ecoMLR is carried out as part of an efficient production process, which makes it possible to produce very large series in a very short time.



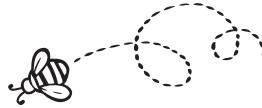
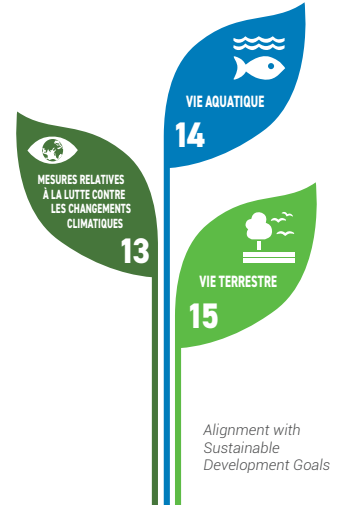
Key Features and Advantages



Biodiversity

Biodiversity is the entire chain of life. Taking this aspect into account in our CSR approach is essential to materialize and concretize the impact of our actions in favor of nature protection.

The 2022-2023 financial year made it possible to observe the results of our contribution to biodiversity in previous years, but was also an opportunity to implement new actions on different sites.



In **Noyelles**, our new collaterals installed since 2021 have allowed a **harvest of more than 82 kg of honey for the year 2023.**

This 100% local harvest made it possible to offer a pot to each employee of the site.

For their part, as planned, new outdoor developments were carried out on the **Neuvy** and **Aigurande** sites. Thus, **many fruit trees, massifs and honey bushes were planted at the end of 2022.** In addition, the **practice of reasoned mowing has been introduced** for the most important spaces in order to maintain and improve the renewal of biodiversity.

The **Cosne** and **Bozouls** sites have implemented reasoned mowing. In addition, a **flowered fallow** was created in **Cosne** with the aim of improving the development of fauna and flora.

In **Romania**, the reforestation operation continues with no less than **3,000 acacias planted** in the forest of Lipănești (Prahova).

In addition, **Paragon Romania** has worked to protect this forest by **organising a waste collection day** in May 2023.

This operation was a real success since it helped to collect more than **2.5 tons of waste.**





This day of collection was also **an opportunity to taste the honey from the 10 beehives adopted by PWE** earlier in the month and installed in that same forest.



Paragon Direct Marketing for its part, supported Saint Vincent Hospital in a project to **setup two beehives** that were installed on one of the roofs of the GHICL, protected from the risk of vandalism.



This project was carried out with the help of a local beekeeper, who had previously accompanied the **Linselles** site in setting up its hives.



Thus, no less than **100,000 bees** will be installed on the terrace, in a quiet place distant from the entrance of the hospital (the population will evolve according to the season between 20,000 and 50,000, or even 80,000 bees per colony).

Around Saint-Vincent, the presence of many islets of hardwood and 18 hectares of fields less than 2 km away, will allow bees to forage according to the crops of the year.

The beekeeper will make a weekly visit to ensure that the colonies are doing well and have sufficient space to grow. In addition, it will train three people so that they can manage the hives autonomously (evolutions and manipulations) for the coming seasons.

The harvest will therefore allow:

- ➔ To offer a jar of honey to mothers giving birth in the establishment in the month of harvest.
- ➔ To use GHICL honey during "therapeutic cooking" workshops in the pediatric and adult sectors.



Green IT

In order to reduce the environmental impact of our digital activity, PWE is developing a responsible digital strategy based on the choice of our suppliers and service providers, on the management of our equipment and on the development of digital eco-design.

We have set ourselves the goal of making the acquisition and use of our environmentally and resource-friendly IT infrastructure throughout its lifecycle. This includes **optimising resource consumption during the manufacture, operation and disposal of** our IT equipment.

We are committed through our policy to developing technologies to reduce our environmental footprint and collecting our waste electronic devices to integrate them into recycling channels.

Equipment

We mainly buy our computer hardware (laptops, desktops, screens or physical servers) from Dell Technologies, which is committed to a CSR approach recognized and valued by several awards (Ecovadis Platinum, 2021 world's Most Ethical Companies, Great Place To Work, ISO 14001, ISO 27001, ISO 45001). From an environmental point of view, Dell is based on a policy aimed at increasing the recyclability of its products, reducing its carbon footprint and developing eco-design.

Since the carbon impact of computer equipment is essentially generated during its manufacture, we make sure to keep our computer equipment in working order for as long as possible.

100% of PTSA's 5.81 T of IT waste was recycled

Initiatives are being developed to study the use of reconditioned phones or a partnership with our supplier to take back our computer equipment for reconditioning

All our computer waste (WEEE) is collected by a service provider for recycling.

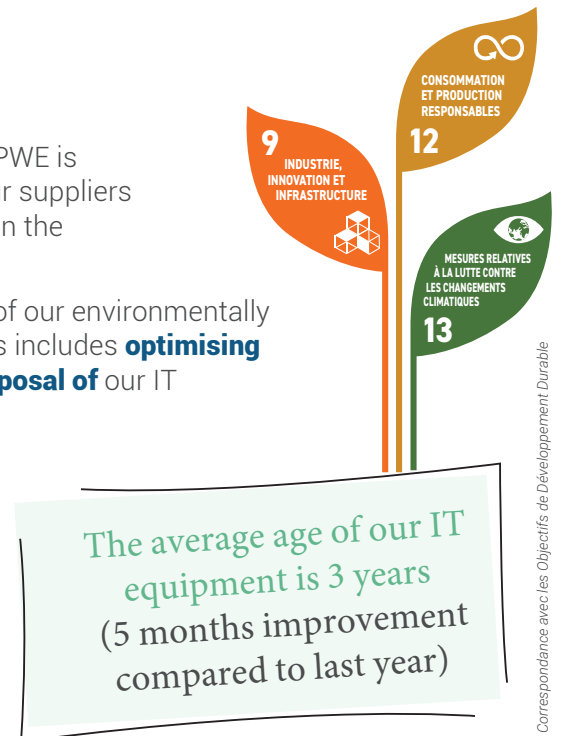


Servers

The hosting of our servers is carried out at Orange Business Services, which is engaged in a program "Green Act". This commitment to greener digital technology is reflected in the objective of achieving net zero carbon by 2040, in particular by aiming **for a 30% reduction in its CO2 emissions**, an energy mix made up of 50% renewable energy and 30% used mobile devices collected by 2025.

Training courses

In June 2022, several employees related to IT professions were trained on the CSR theme "**Digital Ecodesign**". After a reminder of climate issues, the training addressed the consequences of IT uses, how to develop a responsible digital strategy, how to carry out a lifecycle analysis of a digital service, as well as good eco-design practices.





PARTNERS

As a major player in our sector of activity, we are aware that our purchasing behaviour and our expectations contribute to the awareness of our partners about their own impact on the environment, the planet and the promotion of a socially responsible economy. It is therefore within its CSR policy that PWE implements a function and a purchasing process that allows it to enter into a "win-win" relationship with its suppliers and customers.

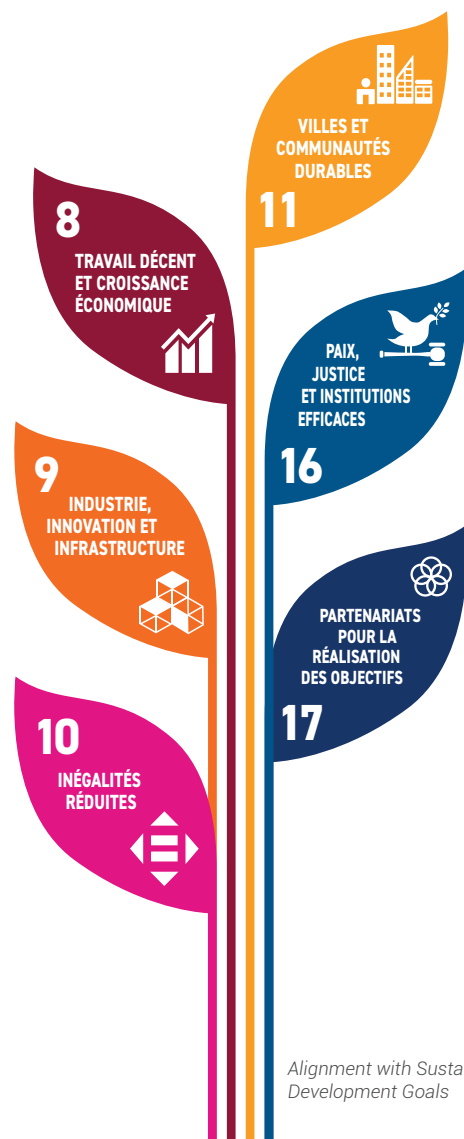
FAIRNESS AND TRANSPARENCY

- Adopt a responsible purchasing approach.
- Encourage our partners and suppliers to adhere to the principles of sustainability and compliance.
- Obtain 100% signatures of our ethical charter by our strategic partners.



STRATEGIC COLLABORATIONS

- Co-construct carbon emission reduction strategies with our stakeholders
- Support our partners and customers in a common approach to continuous improvement and eco-design.



Alignment with Sustainable Development Goals

CSR APPROACH

- Share our CSR and Responsible Purchasing approaches in order to progress together, in particular on SCOPE 3 of the carbon balance.
- Identify and evaluate our suppliers' CSR practices in order to measure their extra-financial performance.
- Obtain the RFAR label.

Our partner suppliers, major players in our CSR policy

Supplier ethics charter

Since 2020, our supplier contracts have systematically incorporated an ethical charter specifying mutual expectations and obligations. Every year, we launch a new Compliance campaign to win the support of as many suppliers as possible.



Supplier Relations and Responsible Purchasing Charter

Signatories of the Supplier Relations and Responsible Purchasing Charter (RFAR) on several legal entities, we have initiated an approach led by Paragon Western Europe in order to **obtain the RFAR Label** on all entities. The implementation of action plans for each site is underway, as well as the validation of the various indicators to assess us. This approach must lead to an audit that will allow us to validate the obtaining of the label.

Designed by the Corporate Mediation and the National Purchasing Council (CNA), the Supplier Relations and Responsible Purchasing Charter aims to encourage companies and public actors to adopt responsible practices vis-à-vis their suppliers, by raising awareness among all economic actors of the challenges inherent in responsible purchasing and the quality of customer/supplier relations. On the same principle, every year, we evaluate and rate our suppliers to ensure that they remain within our standards.

Some of our steps

Make the PLANET pillar an essential part of our CSR approach and integrate our suppliers into this approach

Thus, in the phase of collecting scope 3 emissions from our partners, 30% of the emissions could be collected on data and not on monetary ratios, which are often approximate.

Add a CSR clause to all our contracts

The addition of this clause makes it possible, depending on the maturity of our partner on the subject, to push him to the continuous improvement.

Promote the employment of disabled staff.

The turnover entrusted to companies from the protected and adapted sector was multiplied by three in one year to reach more than €400,000. It grows every year.



These steps are part of the continuity of actions put in place for several years and detailed in this report.

Social and environmental assessment of suppliers

Our Sustainable Development approach can only be effective if we lead it by involving our partners and evaluating them according to their willingness to support us in this process of progress.

As part of this, we conduct an annual Compliance campaign with all our suppliers that allows us to evaluate them, not only on economic criteria, but also and above all on social and environmental criteria.

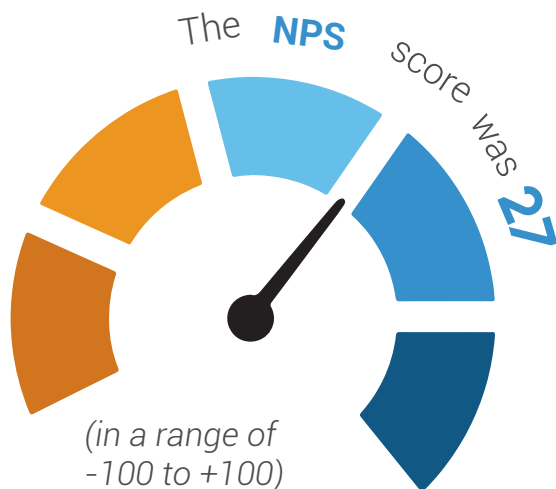
The evaluation of our partners is based on multiple criteria

Responsible and ethical purchasing (including anti-corruption), reduction of environmental impact and energy consumption, deployment of eco-design, inclusiveness and gender equality, etc.

In order to ensure that suppliers improve their score on these criteria, **a diagnosis is sent to all of our suppliers**, followed by an individual progress plan. We individually support each partner who wishes to do so towards our 2030 vision.

Measurement and Improvement

Conformément à notre philosophie de mesure pour nous améliorer, nous avons lancé la première enquête **NPS (Net Promoter Score) auprès de nos 40 premiers fournisseurs en 2022 :**



Did you know?

95% of our print management suppliers are French.



Partnering with our suppliers is key in our drive **to achieve a 45% reduction in our emissions in 10 years.**

Our customers, key players in our approach

Because they are the promoters and incentives of our approach, our customers are nonetheless actors who cannot remain passive in our social, societal and environmental approach. At the service of our customers, we must support them and inform them as early as possible of the direct or indirect impacts of their choices:

- ✓ Limit packaging / sub-packaging
- ✓ Remove Plastics
- ✓ Remove non-recyclable components
- ✓ Promote less emissive raw materials (biomass, solar or wind energy versus gas or oil, etc.)



- ✓ Promote recycled and recyclable materials
- ✓ Reduce grammages and formats
- ✓ Reduce ink loads
- ✓ Massify transport
- ✓ Produce in groupage
- ✓ Valuing employees or co-contractors with disabilities



Corporate partnerships and patronage



PWE employees at the Soulages Museum

musée soulages
RODEZ

PWE is proud to be a patron of the **Soulages Museum**, supporting its internationally renowned exhibitions and helping to increase its visibility.

Located near our **Bozouls** site, this partnership allows our employees to participate in major events such as the inauguration of exhibitions or private guided tours organized regularly.



PWE has been a partner of the **PHOT'Aubrac Festival** for several years, offering its expertise and support, particularly in the design of catalogues presenting the festival. The **PHOT 'Aubrac Festival** is held annually in mid-September and involves about fifteen sites between Nasbinals, Aubrac, Marchastel, Saint-Urcize and Laguiole. Its ambition is to highlight the diversity of photographic perspectives on our planet through major environmental issues, such as biodiversity, climate or sustainable development.



PWE's achievements on the occasion of the PHOT 'Aubrac Festivals

Regulatory and safety

Regulatory context

Paragon Western Europe, like any company, is subject to multiple regulatory obligations in constant evolution. In order to anticipate them and comply with them, regulatory monitoring is carried out continuously.

Circular economy

The anti-waste law for a circular economy, known as the AGEC law, aims to accelerate the change of production and consumption model in order to limit waste and preserve natural resources, biodiversity and the climate. This regulatory context requires our activities to evolve taking into account environmental issues with the objectives of:



Better production: in particular by prohibiting mineral oils that may be present in certain products used, by encouraging more environmentally friendly products with a bonus-malus system. (Citeo Ecotax)

Better inform consumers, in particular with the integration of a new "Triman" sorting information sign

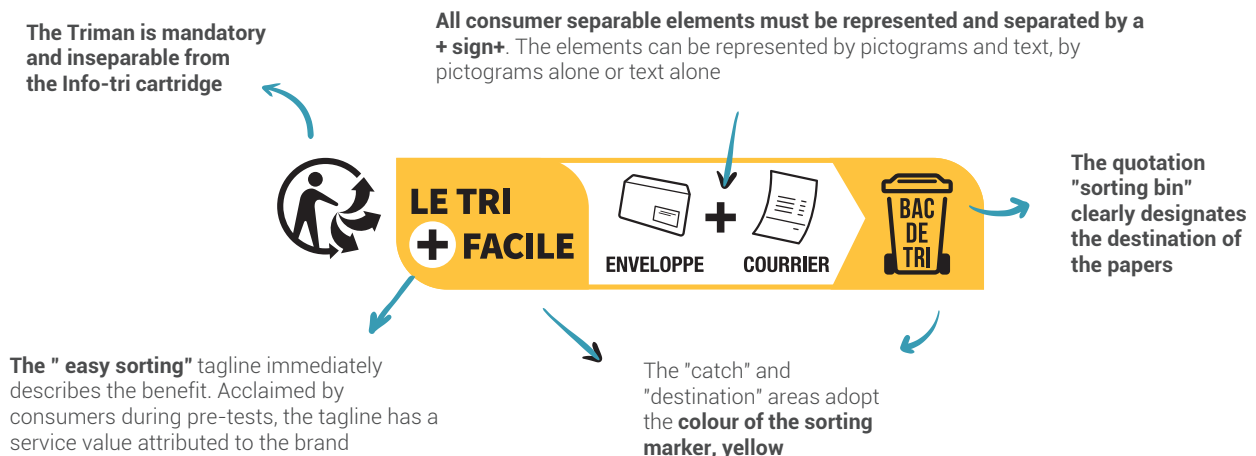


Marketing and labelling

Our printing business generates paper waste which is subject to constantly evolving regulations, in particular on the identification of the end of life of the waste.

As part of Extended Producer Responsibility (EPR), the Info-Tri "**TRIMAN**" signage has recently evolved to simplify sorting instructions and facilitate their understanding by consumers.

Thus, we have supported our customers in these regulatory developments in order to help them ensure the compliance of the products they place on the market.



In addition, **our PEFC and FSC certifications**, allow our customers to communicate their commitment to the environment by offering PEFC or FSC certified prints from sustainably and responsibly managed forests.

Did you know?

PEFC certifies sustainable forest management and is present in 55 countries worldwide.

More than 3,130 companies are PEFC certified in France.

Certified metropolitan forest area: 5,741,375 ha.

According to the FSC forest management standard, there are 201 million hectares of FSC certified forest area worldwide, including 109,012 hectares of certified forests in metropolitan France, a growth of 8.8%.



Consumer health and safety

Our products comply with current regulations. Before being used in our production processes, **we assess the hazardousness of chemicals according to REACH criteria** and only authorize products that comply with the regulations.

The AGEC law includes a text that prohibits the use of mineral oils when the mass concentration in the ink of MOAH is greater than 1%.

We are therefore **vigilant about the choice of inks** we use in production in order to comply with these regulatory changes.

Did you know?

REACH is a European Union regulation adopted to better protect human health and the environment from the risks associated with chemical substances.



Food security

Our interactions with our contractors or their end customers who are consumers of our products imply **strict compliance with our regulatory obligations** in terms of health and safety.

The diversification of our activities and our businesses involves new obligations. From our historical business of printing, we now offer **logistic** and **co-packing activities** where we handle and package foodstuffs.

Thus, on our Paragon Supply Services site in **Noyelles**, we package, for example, coffee capsules

This activity requires very strict rules at the level of organization and protection. A mandatory outfit is required.

A handwashing and cleaning protocol for the production lines is imposed and a reminder of the hygiene instructions is carried out in the workshop.



Compliance with these **strict hygiene rules** is guaranteed by our FSSC 22000 (Food Safety System Certification) certification.



In line with its commitments, the **Noyelles** site is certified as a committed manufacturer complying with European regulations relating to Organic Agriculture.

We use **specific inks with low migration** for prints intended for a food frame, such as secondary packaging, price labels or placemats, etc.



Confidentiality and security of customer data

Major players in the omnichannel distribution of content (direct marketing, publishing, etc.) through our Business Lines, we process large volumes of personal data that we manage in accordance with regulations (GDPR).

PWE considers its information system (in paper or electronic form) as the heart of the company, and attaches great importance to guaranteeing for its customers and its own needs the best **availability**, **integrity** and **confidentiality** of the data at stake.

Focus on the 3 data security criteria

- **Availability:** Availability is the act of ensuring that the data is accessible (readable, searchable).
- **Integrity:** Integrity guarantees that the information does not undergo any change in its content or form during its transmission, processing or storage.
- **Confidentiality:** Confidentiality is the fact that information is read and accessed only by those who have the right and access to it.



Did you know?

In 2023, our customers asked us 114 times for security questionnaires or commitments to comply with the GDPR.

Through calls for tenders, external audits and intrusion tests, our IS security is observed under the microscope!



Information system security

PWE's information systems management policy follows the recommendations of the National Information Systems Security Agency (ANSSI) and aims to gradually extend to all our activities its IT security management system that complies with the ISO/IEC 27001 standard.

This standard, based on a risk analysis, sets the requirements of our information security management system and makes it possible to adapt it to our constraints and challenges in a logic of continuous improvement. Our **2 ISO 27001 certifications in progress** attest to this.

With regard to the necessary security assessment, many internal or customer controls, audits and tests are carried out throughout the year and constantly reinforce or challenge us on the measures to be implemented.

Concretely, we are committed to deploying best practices and technologies against any internal or external attacks, deliberate or accidental, aimed at harming, spying on, sabotaging, destroying or distorting the information that the company possesses or that could compromise its activity.

During the exercise, a set of solutions strengthened our security posture:

↪ **New platforms:**

- Cybersecurity testing and awareness
- Assessing our technical vulnerabilities

→ **Technical developments:**

- Implementation of a SOC/SIEM (detection of security events)
- Extension of the MFA mechanism (double authentication) on all remote access (VPN)

For example, the **Cosne** site has put in place several measures to secure access to the site.

Access control 24h/24h by radio frequency badge.
24h/24h monitoring of the site by camera with recording.

Physical security



At **PTSA** the protection and confidentiality of data also involves the physical security of production sites:

- **Securing access to production sites**
- **Fire Safety**
- **Product Safety**



Ethics and respect for competition

Corruption and anti-competitive behaviour

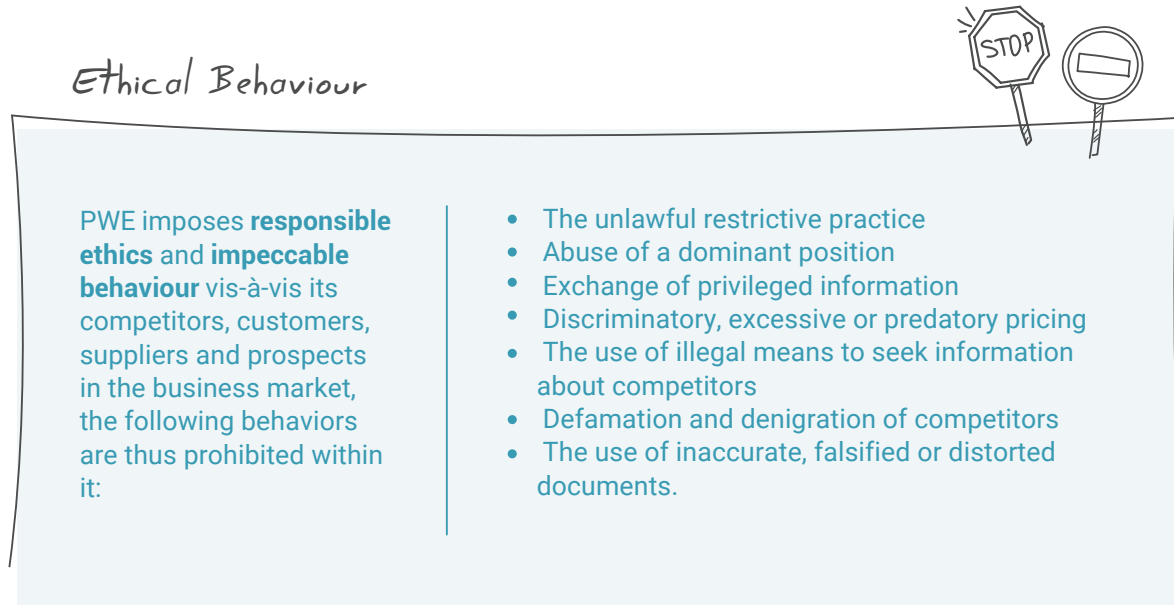
Working with multiple stakeholders, PWE seeks to limit the risks of corruption, both within its organization and vis-à-vis external actors.

Corruption is represented by practices such as bribery, collusion, fraud, extortion, money laundering and facilitation payments (kickbacks).

It is the act of offering to anyone - or receiving from anyone - any type of gift, sum of money, loan, reward, or other benefit for the purpose of inducing them to commit an illegal, dishonest act or breach of trust.

Corruption also includes embezzlement, trading in influence, abuse of power, illicit enrichment, concealment and obstruction of justice.

Ethical Behaviour



PWE imposes **responsible ethics and impeccable behaviour** vis-à-vis its competitors, customers, suppliers and prospects in the business market, the following behaviors are thus prohibited within it:

- The unlawful restrictive practice
- Abuse of a dominant position
- Exchange of privileged information
- Discriminatory, excessive or predatory pricing
- The use of illegal means to seek information about competitors
- Defamation and denigration of competitors
- The use of inaccurate, falsified or distorted documents.

Tackling unethical behaviour

In order to effectively combat these unethical practices, PWE asks its partners to sign its supplier ethics charter. In addition, the implementation of an annual Compliance campaign allows PWE to measure the maturity and robustness of their extra-financial performance.

At the entity level, some have put in place other approaches to prevent and be able to act in the event of unethical behaviour internally or externally. This is particularly the case at **PTSA**, **PSS** and **PBPS**, which have set up a whistleblower platform. This platform is currently continuing its deployment across all PWE entities.

The whistleblower platform

As a legal obligation that is consistent with its ethics policy, PWE began deploying a whistleblowing platform during the 2022-2023 financial year.

Thus, the **PTSA**, **PSS** and **PBPS** entities already have an alert portal on this platform.

The goal is to deploy access to this platform for all other entities.

Anonymity being a sensitive subject on these themes, PWE has chosen an external service provider for the creation of this platform in order to ensure the total anonymity of whistleblowers and allow everyone to express themselves.

In order to understand how the portals work and to know the different types of alerts possible, you can find the first portals via the following links:

PSS : <https://p-s-s.signalements-p-c-c.fr>

PTSA : <https://p-t-s-a.signalements-p-c-c.fr>

PBPS : <https://p-b-p-s.signalements-p-c-c.fr>

During the 2022-2023 fiscal year, no cases of unethical behavior were detected at PWE.

The Sapin 2 law

An update to the Sapin law now requires companies to implement a public alert reporting and processing solution issued by any stakeholder linked to the organization. This type of problem will be reported by a "whistleblower".

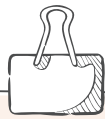
A whistleblower is a natural person who reports or discloses, without direct financial compensation and in good faith, information relating to a crime, offence, threat or harm to the public interest, a violation or an attempt to conceal a violation of an international commitment. It can therefore be an employee, a customer, a shareholder or any other individual related to PWE.

The subjects concerned by these alerts are thus multiple:

- Public market
- Financial services, products and markets, and prevention of money laundering and terrorist financing
- Product safety and conformity
- Transport safety
- Environment protection
- Radiation protection and nuclear safety
- Food and feed safety, animal health and welfare
- Public Health
- Consumer protection
- Protection of privacy and personal data, and security of networks and information systems



PEOPLE pillar digest



KEY FIGURES 2022 / 2023

More than **1 600** employees distributed in **8** French regions and several European cities (an increase of 330 employees during the year).

Average of the Professional Equality Index Women-Men of PWE **90** in 2022

(compared to 85.2 in 2021).

More than **10 000** hours of training were provided to PWE employees in 2023.

2023 GPTW results:

- Trust Index: **49%**
- Overall perception: **40%**

3 PWE sites obtained the "Great Place To Work" label:

- Bucharest
- Carros
- Paris

Shaping a better world based on ethics, fostering diversity, equity and inclusion, with lasting positive changes



Ensure the health and safety of our employees.

Promoting quality of life at work

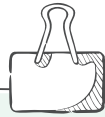
Ensure the employability of our employees.

Fostering diversity

Improving Great Place to Work Outcomes

Develop partnerships with local communities (STPA, associations...).

PLANET Pillar digest



KEY FIGURES 2022 / 2023

20% of the electricity used by PWE was of renewable green origin (solar, hydro, wind. This means a reduction in our GHG emissions of 817,080 kg of CO₂e during the year).

36% of our car fleet was renewed in hybrid (compared to 18% in 2021-2022).

100% of the boxes used at PWE were 100% recycled.

Achievement of the **89,6%** rate of waste recovered by PWE (compared to 81.2% in 2021-2022).

More than **96%** of the papers used by PWE were PEFC or FSC certified.

Our GHG emissions represent on all 3 scopes

65 233 t CO₂e.

(calculation based on 5 of our entities).

*Creating a sustainable legacy
For our planet where our
actions regenerate the Earth's
ecosystems*



Controlling our energy consumption in order to achieve Energy sobriety


Achieve carbon neutrality by 2050.

Be proactive in the eco-design of our products & Services

Zero waste: minimise our consumption of raw materials, reduce our waste and favour recycling channels.

Promoting biodiversity

PARTNERS Pillar digest



KEY FIGURES 2022 / 2023

95% of the paper used by PWE was made in Europe.

PWE used French printing suppliers in **95%** of cases.

Nearly **62%** of our 2022 purchase volume was spent on sourcing raw materials.

PWE scope 3 was found to be **85%** of our Carbon Balance (the scope 3 is the sum of the GHG emissions produced by our suppliers).

In 2023, the supplier NPS of PWE was **27** (the Net Promoter Score is calculated in a range of -100 to +100).

Working with our partners to minimize our ecological footprint and drive positive change in the world.



Initiate lasting relationships with our suppliers and ensure fair income.

Integrate the CSR dimension into the analysis of the offer in partnership interactions with our clients.

Propose a calculation of the carbon emissions of the products sold to our clients

Ensure with our partners that our social and environmental ambitions and objectives are shared, and are the subject of improvement plans

Develop partnerships and corporate sponsorships.

GRI Correlation table

PWE has prepared this report in accordance with the standards of the Global Reporting Initiative (GRI) for the **period from 1 July 2022 to 30 June 2023**.

PWE's reporting describes CSR progress and results on an annual basis and follows the reporting for the period from July 1, 2021 to June 30, 2022.

The information provided has been reviewed and approved by management

GRI No.	GRI Theme	Comments	CSR Report Chapter	Page
GRI 102 General information items				
1. Organization Profile			Company	5
2. Strategy				
102-14	Statement from the most senior decision maker		Editorial	2
102-15	Key Impacts, Risks and Opportunities		Materiality of CSR issues	23
3. Ethics and Integrity				
102-16	Values, Principles, Standards and Rules of Conduct		Editorial	2
102-17	Mechanisms for advising and managing concerns about ethical issues		Ethics and respect for competition	75
4. Governance				
102-18	Governance structure		Organisation et pilotage	14
102-19	Delegation of Authority		CSR Organization & Governance	15
102-20	Management's responsibility in relation to economic, environmental and social issues		CSR Organization & Governance	15
102-21	Stakeholder consultation on economic, environmental and social issues		Dialog with stakeholders	22
102-22	Composition of the highest governance body and its committees		Organisation and management	14
102-23	Chairmanship of the highest governance body		Organisation and management	14
102-24	Appointment and selection of members of the highest governance body		General organisation	14
102-25	Conflicts of Interest		Corruption and anti-competitive behaviour	75
102-26	Role of the highest governance body in the definition of the corporate purpose, values and strategy		Organisation and management	14
102-27	Shared knowledge of the highest governance body		Organisation and management	14
102-28	Evaluation of the performance of the highest governance body		Materiality of CSR issues	23
102-29	Identification and management of economic, environmental and social impacts		Materiality of CSR issues	23
102-30	Effectiveness of risk management procedures		Materiality of CSR issues	75
102-31	Review of economic, environmental and social issues	Materiality issues	Materiality of risks and issues	23
102-32	Role of the highest governance body in the sustainability reporting		Organisation and management	14

102-33	Communication of major concerns		Sustainable Development Strategy Dpt.	20
102-34	Nature and total number of major concerns		Sustainable Development Strategy Dpt.	20
102-35	Compensation Policies	Not disclosed in this report		
102-36	Procedure for determining remuneration	Not disclosed in this report		
102-37	Stakeholder Involvement in Remuneration	Not disclosed in this report		
102-38	Annual Total Compensation Ratio	Not disclosed in this report		
102-39	Annual Total Pay Ratio Increase Percentage	Not disclosed in this report		

5. Stakeholder Engagement

102-40	List of Stakeholder Groups		Dialog with stakeholders	22
102-41	Collective Bargaining Agreements		Labor/Management Relations	44
102-42	Stakeholder identification and selection		Dialog with stakeholders	22
102-43	Approach to Stakeholder Engagement		Materiality of CSR issues	23
102-44	Major issues and concerns raised		Materiality of CSR issues	23

6. Reporting practice

102-45	Entities included in the consolidated financial statements		Paragon Western Europe in figures	7
102-46	Definition of the content of the report and the scope of the challenges		Governance	14
102-47	List of relevant issues		Sustainable Development Strategy Dpt.	20
102-48	Reaffirmation of information	No change	Sustainable Development Strategy Dpt.	20
102-49	Reporting Changes	Reporting by calendar year or fiscal year. The applicable periods are specified in the report		
102-50	Reporting Period		GRI Correlation table	80
102-51	Date of most recent report		GRI Correlation table	80
102-52	Reporting cycle		GRI Correlation table	80
102-53	Contact point for reporting issues	Céline Houbron - CSR Manager		
102-54	Reporting declarations in accordance with GRI standards		GRI Correlation table	80
102-55	GRI Content Index		GRI Correlation table	80
102-56	External audit	Not applicable		

GRI 202 Market presence

202-1	Ratios between standard first step salary by gender compared to local minimum wage	No data available		
202-2	Share of senior managers recruited from the local community	No data available		

GRI 203 Indirect Economic Impacts

203-1	Infrastructure investments and patronage		Partnerships and Corporate Patronage	69
203-2	Significant indirect economic impacts		Regulatory and safety	70

GRI 204 Procurement Practices

204-1	Share of expenses from local suppliers	Data not available, Local criterion to be defined		
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GRI 205 Anti-Bribery and Corruption

205-1	Activities assessed in terms of risk related to corruption		Ethics and respect for competition	75
205-2	Communication and training on anti-corruption policies and procedures		Ethics and respect for competition	75
205-3	Proven cases of corruption and measures taken		Ethics and respect for competition	75

GRI 206 Anti-competitive behaviour

206-1	Legal action against anti-competitive behaviour and antitrust practices		Ethics and respect for competition	75
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GRI 301 Materials

301-1	Materials used (by weight or volume)	Total volume of materials that are used to produce, package and sell the products and services	Materials	58
301-2	Recycled materials used		Carton and packaging	59
301-3	Recovered packaging products and materials		Ecodesign / recycling	60

GRI 302 Energy

302-1	Energy consumption within the organization	Energy consumption of entities and sites for their activities	Energy consumption	50
302-2	Energy consumption outside of the organization	Energy consumption upstream and downstream of our activities included in Scope 3 of the carbon footprint	Emissions and carbon footprint	47
302-3	Energy intensive	Ratios d'intensité calculés par MWh/€ de CA	Energy consumption	50
302-4	Reduction of energy consumption		Energy consumption	50
302-5	Reduced energy needs of products and services		Energy consumption + Ecodesign	50 + 60

GRI 303 Water

303-1	Water withdrawal by source		Water and effluents	57
303-2	Water sources heavily affected by water withdrawal	Not applicable		
303-3	Recycling and reusing water		Water and effluents	57

GRI 304 Biodiversity

304-1	Owned, leased or managed business sites located within or bordering protected areas and biodiversity-rich areas outside protected areas		Water and effluents / biodiversity	57 + 62
304-2	Significant impacts of activities, products and services on biodiversity		Water and effluents / biodiversity	57 + 62
304-3	Protected or restored habitats		Water and effluents / biodiversity	57 + 62
304-4	Species on the IUCN Red List and on the National Conservation List whose habitats are located in areas affected by the operations	Not applicable		

GRI 305 Émissions

305-1	Direct GHG Emissions (Scope 1)		Emissions and carbon footprint	47
305-2	Indirect GHG Emissions (Scope 2)		Emissions and carbon footprint	47
305-3	Other indirect GHG emissions (Scope 3)		Emissions and carbon footprint	47

305-4	GHG emission intensity	Intensity ratios calculated by volumes produced or by number of employees. Not detailed in this report because it varies by site	Emissions and carbon footprint	47
305-5	Reduction of GHG emissions		Emissions and carbon footprint	47
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable		
305-7	Emissions of nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	Not applicable		
GRI 306 Effluents and Waste				
306-1	Water flow by quality and destination		Water and effluent + waste	57 + 54
306-2	Waste by type and disposal method		Water and effluent + waste	57 + 54
306-3	Significant Spills	Not applicable		
306-4	Transport of hazardous waste	Not applicable		
306-5	Water bodies affected by spills and/or runoff	Not applicable		
GRI 307 Environmental Compliance				
307-1	Non-compliance with environmental legislation and regulations	Not included in this report as there is no non-compliance with environmental legislation and regulations		
GRI 307 Supplier Environmental Compliance				
308-1	New suppliers analysed using environmental criteria		Social and environmental assessment of suppliers	68
308-2	Negative environmental impacts on the supply chain and actions taken	Data not yet calculated		
GRI 401 Employment				
401-1	Recruitment of new employees and rotation of turnover	Percentage of permanent and fixed-term contracts at PWE	Employment	29
401-2	Benefits granted to full-time employees and not to temporary or part-time employees		Wellbeing + benefits	33 + 35
401-3	Parental leave	Data not yet calculated		
GRI 402 Employee / Management Relations				
402-1	Minimum notice periods for operational changes	Not specified in this report		
GRI 403 Health and safety at work				
403-1	Workers' representation on official health and safety committees involving workers and management		Employee / management relations	44
403-2	Types of TA and rates of TA, PM, lost days, absenteeism and number of work-related deaths		Occupational health, safety and well-being	31
403-3	Workers with high incidence and risk of occupational diseases	Not applicable		
403-4	Health and safety issues covered by formal agreements with trade unions	No data available		
GRI 404 Training and Education				
404-1	Average number of hours of training per year per employee	Training budget, teaching costs and number of hours of training	Training and career development	39

404-2	Employee Skills Upgrade Programs and Transition Assistance Programs	Development programmes	Training and career development	39
404-3	Performance Reviews and Career Development	Data not available		
GRI 405 Diversity and Equal Opportunities				
405-1	Diversity of governance bodies and employees	% Women / Men by Entity	Workforce and mix	27
405-2	Ratio of basic salary and remuneration of women and men	Professional equality for women-men	Diversity, equality, and anti-discrimination	41
GRI 406 Anti-Discrimination				
406-1	Cases of Discrimination and Corrective Action Taken	Not applicable		
GRI 407 Freedom of Association and Collective Bargaining				
407-1	Operations and suppliers for which the right to freedom of association and collective bargaining may be at risk		Employee relations management	44
GRI 408 Child Labour				
408-1	Operations and suppliers with significant child labour risk		Diversity, equality and anti-discrimination / Child labour	43
GRI 409 Forced or compulsory labour				
409-1	Operations and suppliers with a significant risk of forced or compulsory labour		Diversity, equality and anti-discrimination / Child labour	43
GRI 410 Safety Practices				
410-1	Training of security personnel on human rights policies and procedures	Data not yet calculated		
GRI 411 Indigenous Peoples' Rights				
411-1	Cases of violations of the rights of indigenous peoples	Not applicable		
GRI 412 Human Rights Assessment				
412-1	Operations that have been subject to human rights monitoring or impact assessments	Not applicable		
412-2	Employee training on human rights policies or procedures	Data not yet calculated		
412-3	Significant Investment Agreements and Contracts Including Human Rights Clauses or Submitted a human rights background check	Data not yet calculated		
GRI 413 Local Communities				
413-1	Activities involving the local community, impact assessment and development programmes		Establishment in the heart of the territories + Partnerships with the sheltered and adapted labour sector	29 + 43
413-2	Activities generating substantial, actual or potential negative impacts on local communities	Not applicable		
GRI 414 Supplier Social Assessment				
414-1	New suppliers analyzed using social criteria		Social and environmental assessment of suppliers	68
414-2	Negative social impacts on the supply chain and actions taken		Social and environmental assessment of suppliers	68

GRI 416 Consumer health and safety

416-1	Assessment of health and safety impacts of product and service categories		Consumer health and safety	71
416-2	Non-compliance regarding the impacts of products and services on safety and health	Data not yet calculated		

GRI 417 Marketing and Labelling

417-1	Product and service information and labelling requirements		Marketing and labelling	70
417-2	Non-compliance with product and service information and labelling	Not applicable		
417-3	Non-compliance regarding marketing communication	Not applicable		

GRI 418 Customer Data Privacy

418-1	Substantiated complaints regarding breach of customer data privacy and loss of customer data		Confidentiality and security of customer data	74
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GRI 419 Socio-economic Compliance

419-1	Non-compliance with social and economic legislation and regulations		Ethics and respect for competition	75
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PARAGON

