



CSR REPORT

2023



Foreword by Hervé Zipper, Chief Executive Officer of the Coverguard Group

“

At COVERGUARD, we have always placed sustainability at the heart of our concerns. Today, we are taking a new step forward with our business transformation project: PLANTIGRADE, made up of 20 projects. This CSR report showcases a few of them, recognisable by a bear's paw.

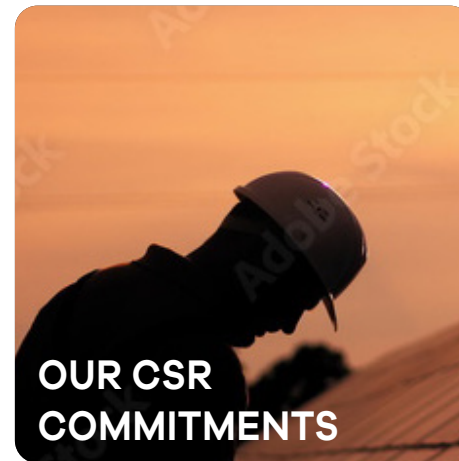
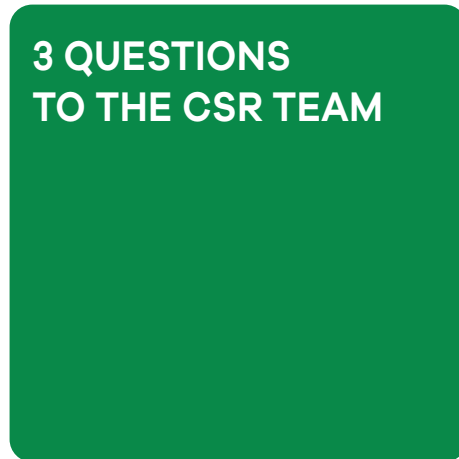
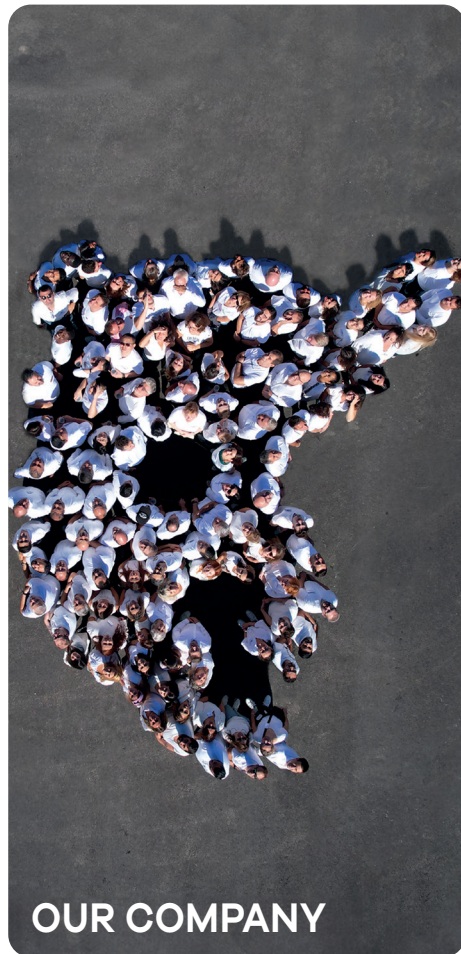
PLANTIGRADE embodies our commitment to changing practices in the PPE sector. We are proud to implement solutions that will allow us to position ourselves as pioneers in traceability and in measuring and reducing the environmental footprint of our products. Not only will this enable us to control our processes more effectively and guarantee our customers impeccable quality, it will also accelerate our eco-design approach.

At the same time, we have taken other other significant steps to reduce our impact. Our recent move to new-generation premises can confirm it. equipped with solar panels, the building produces around 70% of our electricity autonomously.

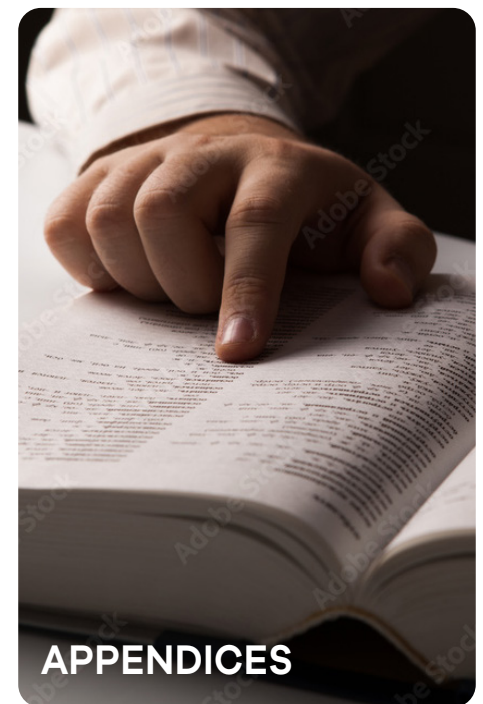
I invite you all to join us in this endeavour, because together we can create a lasting positive impact.

”

SUMMARY



- Highlights our CSR strategy
- Circular economy
- Environment
- Ethics & sustainable sourcing
- People
- Sustainable partnerships



Our sector of activity : PPE

WHAT IS PPE?

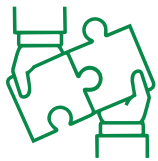
PPE keeps people safe in the workplace by protecting them from most of the risks that could affect their health or bodily integrity. PPE is governed by standards (CE) and is adapted to each area of activity (building, industry, services). All the products marketed by Coverguard address the risks of its customers in industry, construction and services.

WHO WE ARE

Coverguard is a major player in the global personal protective equipment (PPE) market, and designs, manufactures and distributes a complete range of unique, original, comfortable and reliable products.

The company works exclusively with distributors and we operate in the B2B sector. Our customers are professional distributors (industrial supplies, PPE specialists and non-specialist) or aimed at the general public (DIY stores).

KEY FIGURES FOR 2023



670

employees



84

million units of PPE sold



170

million euros in sales

WE OFFER THE FOLLOWING PRODUCT CATEGORIES:



HAND PROTECTION



FOOT PROTECTION



HEAD PROTECTION

GOGGLES

HEARING PROTECTION

RESPIRATORY PROTECTION

SKULL PROTECTION



SEASONS CLOTHING



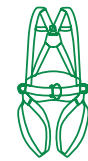
HIGH-VISIBILITY CLOTHING



WORKWEAR



MULTI-RISK



ANTI-FALL PROTECTION

RESPONDING TO WORKERS RISKS

In all business sectors

Our range of PPE covers all the risks encountered by our users in a wide variety of working environments and sectors.

We take into account the specific characteristics of each sector in the design and management of our range.



Finishing works



Transport & logistics



Services



D.I.Y



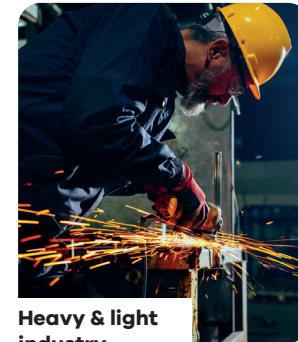
Construction



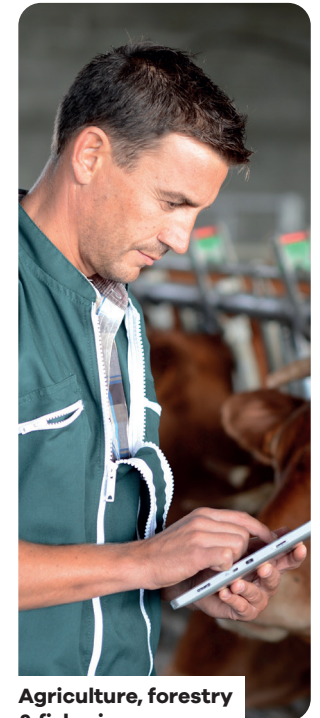
Food industry



Energy



Heavy & light industry



Agriculture, forestry & fisheries



Mining



Local councils



Oil & gas extraction



Industrial maintenance

Our values

These three values make COVERGUARD a truly trusted partner for its customers



CONSTANTLY SURPASSING OURSELVES

We strive to achieve new victories every day, with a culture of conquest and self-improvement. We believe in questioning ourselves to keep progressing and provide our customers with the best quality products and services.



ACTING RESPONSIBLY

Our actions reflect our commitment to ethics, social responsibility and respect for the environment. We are committed to ensuring that our products and the way they are manufactured have the least impact on our entire ecosystem. We aim at progressing by respecting everyone.



DEVELOPING CLOSE CONNECTIONS

We believe in the power of proximity. It is a guarantee of simplicity and efficiency. We listen to the needs of our customers, our suppliers and our employees to speed up everyone's performance.



Our vision

Our missions and our organisation to achieve our customer commitments in line with our strong values



Design

quality products tailored to our customers' needs at the best prices.



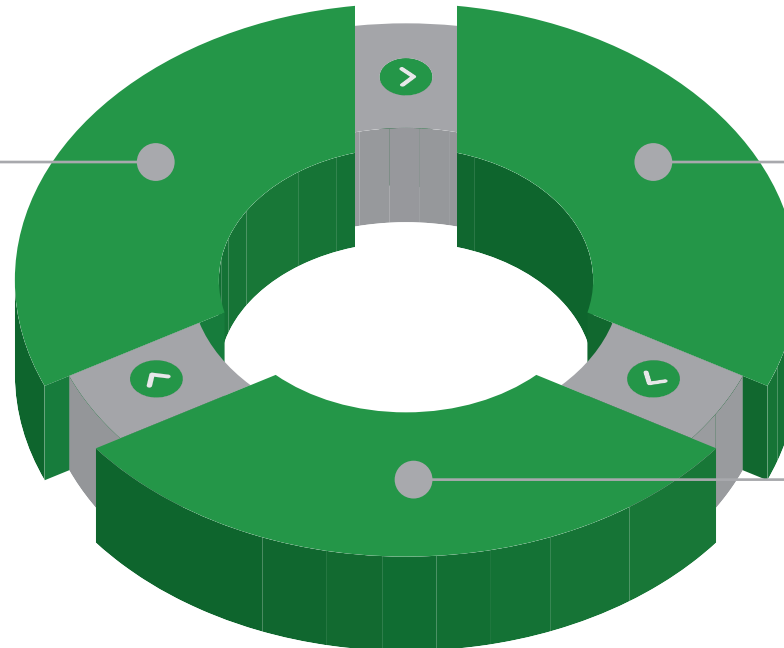
Manufacture & transport

thanks to sourcing and robust operations



Accompany

our distributor customers to optimise their sales



SURPASSING

Performance, Quality, Price

- Products designed and tested in real-life conditions with our Coverlab community
- Products that perform beyond the norm thanks to our in-house Coverperf label
- Constant monitoring of innovative technologies
- Strengthening our range of ecodesigned products using recycled materials.



RESPONSIBILITY

Availability, lead time

- Securing upstream operations: selecting the best partners, optimising prices, managing standards and certifications, monitoring quality and compliance with our ethical charter
- Control of downstream logistics operations to ensure product availability and meet delivery deadlines



PROXIMITY

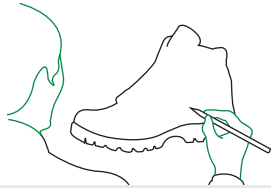
Relationships based on trust

Marketing and sales support to help our customers sell

- Marketing tools to facilitate sales (technical data sheets, e-learning, etc.)
- A dedicated sales team
- A robust after-sales service

Our value chain

To support our customers in all our activities



Designing quality products tailored to our customers' needs at the best possible price.



Manufacture & transport thanks to robust sourcing and operations



Accompanying our distributor customers to optimise their sales



Category Manager team made up of specialist product managers on a product category and technical support.



Sales team, made up of Key Account Managers and sales people in charge of follow-up and supporting our customers around the world



Quality and after-sales service team responsible for certifying and monitoring the quality of all our products



Sourcing team responsible for selecting the best suppliers and optimising purchasing conditions



Sales administration to help our customers with orders and invoicing



Logistics team responsible for receiving and stocking products and optimising logistics



Communication team



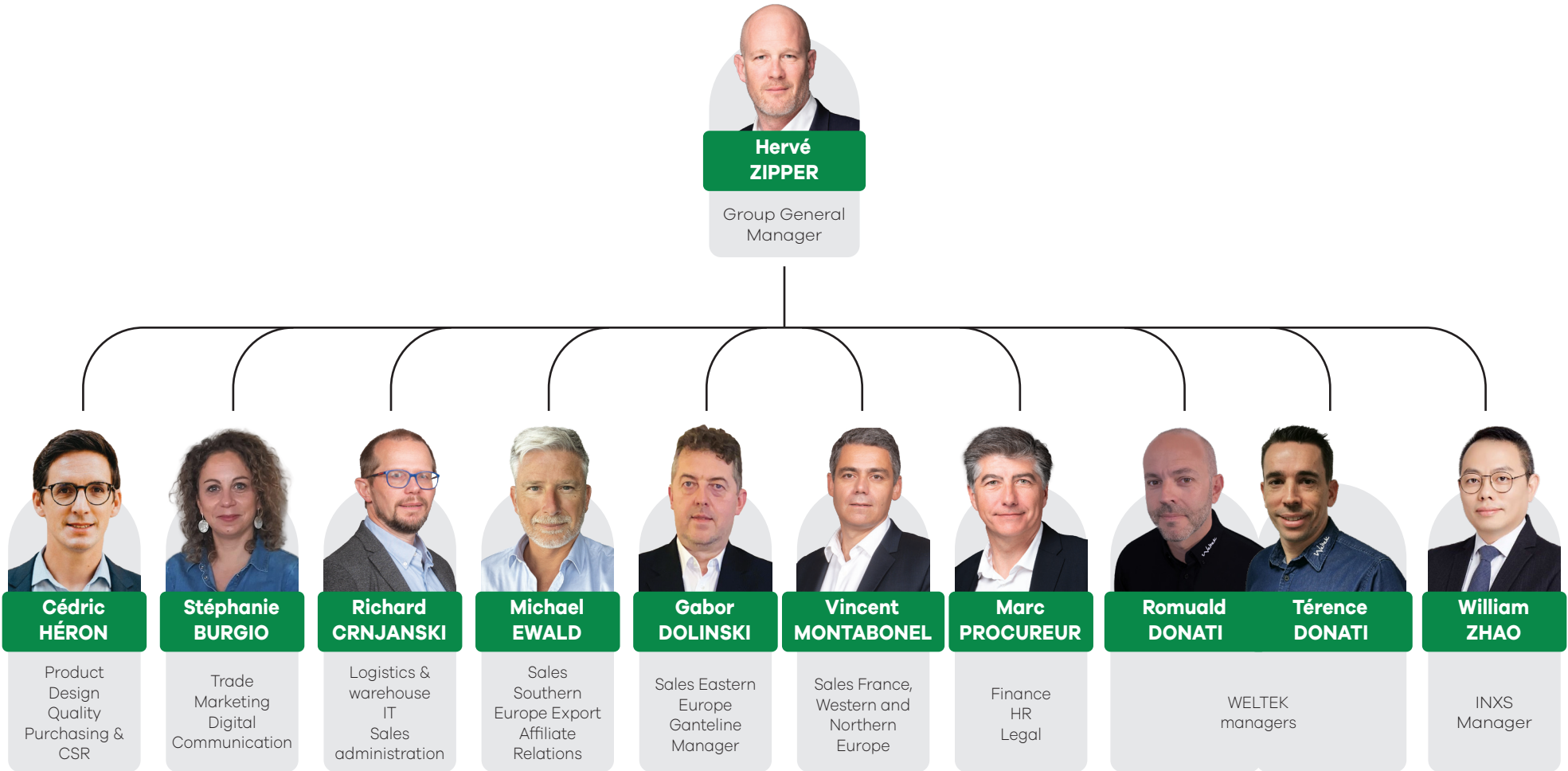
CSR team



Finance & HR team

Executive Committee (as of 01/06/2024)

Our management team determines and steers our strategy, which is then deployed with our teams



An international presence



670
employees



7

subsidiaries and affiliates

Head Office - Mionnay | France

Lacuna | Croatia

Ganteline | Hungary

Prevanta | Bulgaria

Bel | Ukraine

Europrotection Istanbul | Turkey

Europrotection | Algeria

Europrotection | Ivory Coast

2

logistics
platforms



13 000 m²
in France



5 000 m²
in Hungary

1

welding assembly
site in France



1

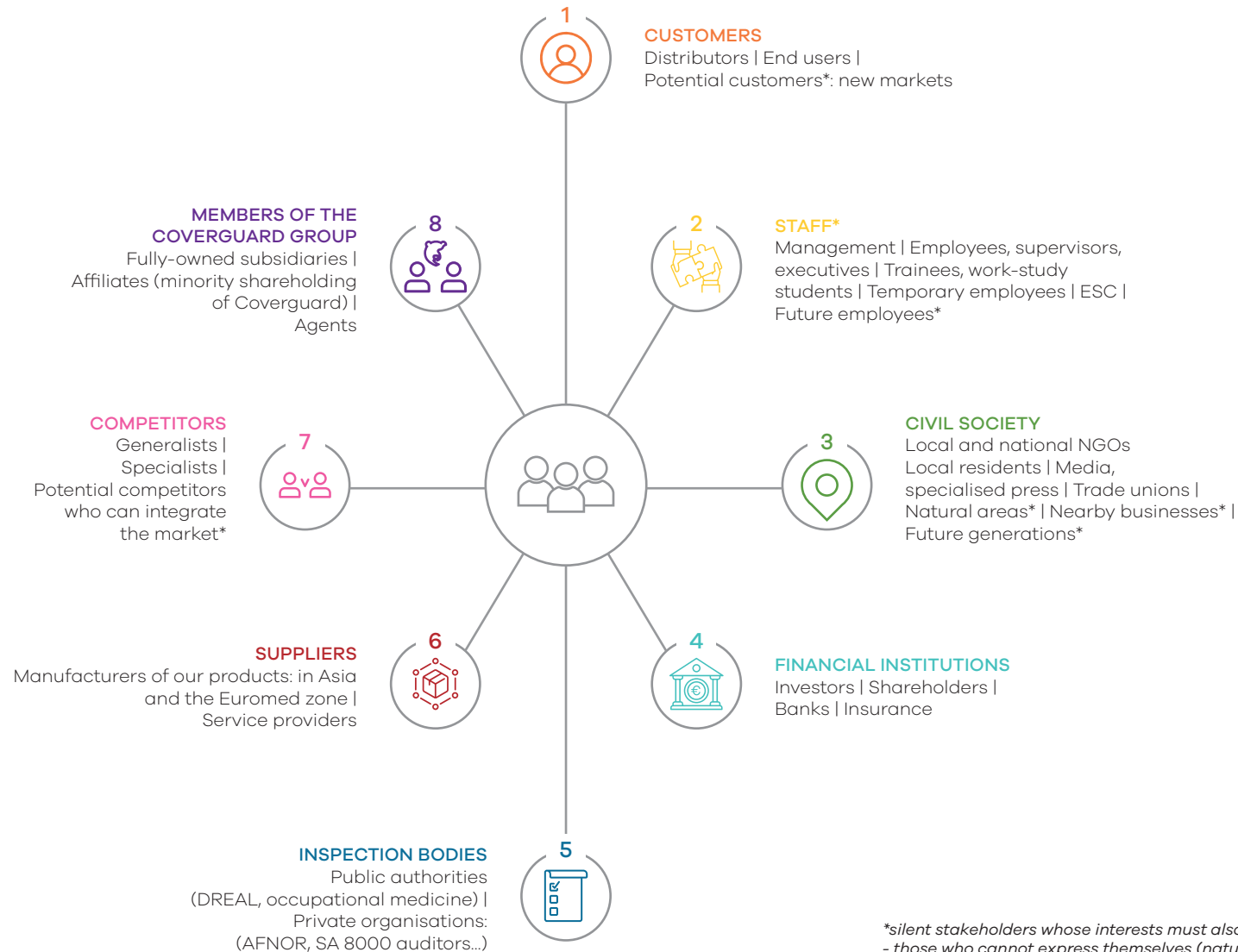
glove production
site in China



1

purchasing
office
in Hong-Kong

Mapping our stakeholders



Identifying our stakeholders to better understand their needs and expectations of COVERGUARD :

Developing a value-added offer



Implementing a sustainable sourcing policy



Reducing our environmental impact



Involving the staff and raising awareness of CSR issues



Complying with regulations

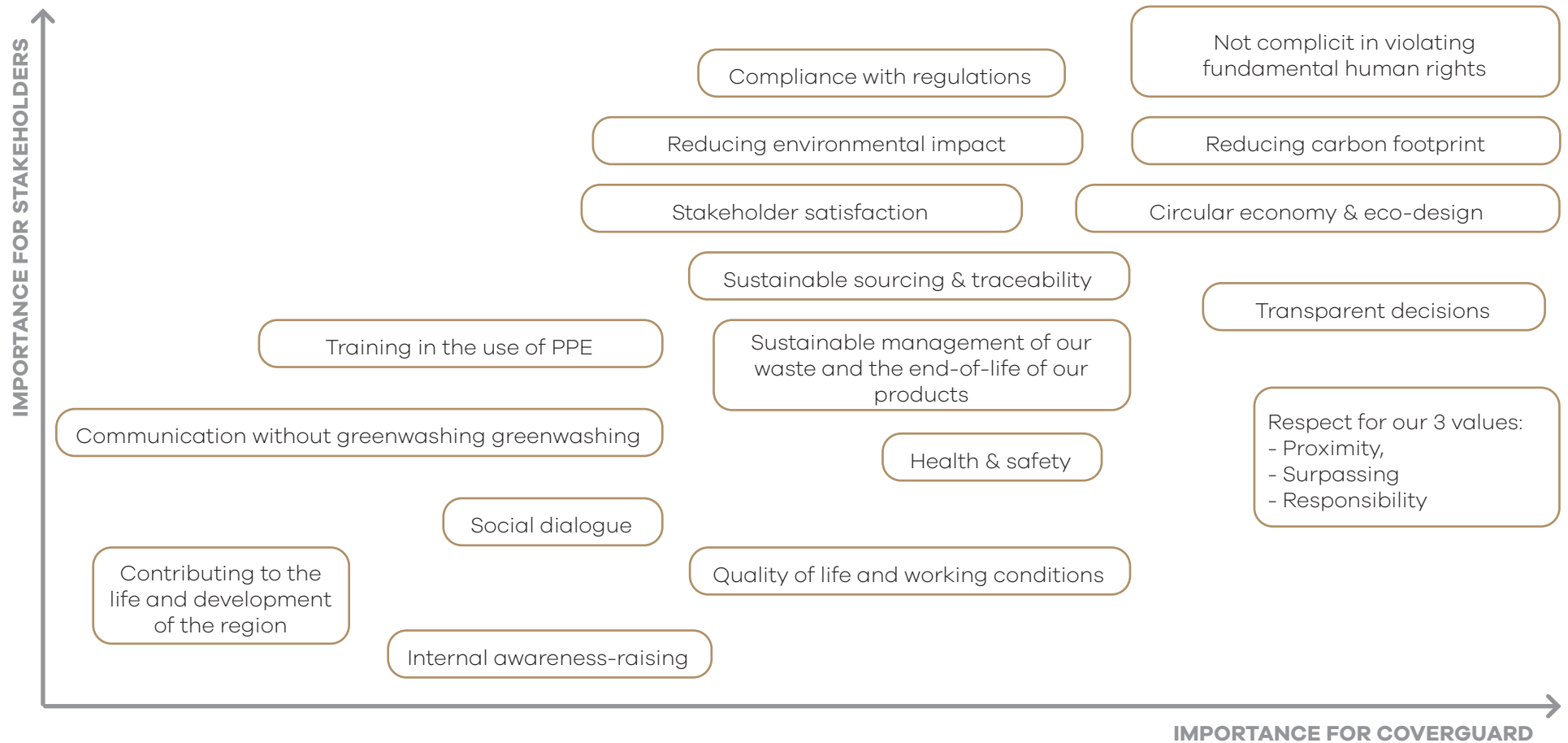


**silent stakeholders whose interests must also be taken into account:
- those who cannot express themselves (natural areas, future generations, etc.)
- those who are not yet part of our scope but could integrate it in the future*

Materiality analysis and strategic issues

With the help of AFNOR, we carried out an initial materiality analysis in 2020 to illustrate our priority issues on which to focus our actions.

Pending the completion of a dual materiality analysis in 2025, which we will use for the CSRD to which we will be subject in 2026, we have updated our key strategic orientations following our interviews with our main stakeholders since 2022.



Focus on three key partners

WE SUPPORT



As a signatory of the United Nations Global Compact since 2021, we are contributing through our actions to 12 Sustainable Development Goals.



trace for good.

Trace for good is a platform designed for suppliers (up to tier 4, subcontractors and suppliers of raw materials) and brands to collaborate and share information about :



production stages



product composition



the origin of raw materials



labels and certifications



environmental and social data (KPIs)

Carbonfact

Connected to Trace for Good, Carbonfact is a platform that produces and calculates :



Life cycle analyses (based on the PEF method) for all product types, as well as simulations between several scenarios to avoid transferring impacts.



Assessment of greenhouse gas emissions (GHP method) based on a company's 3 scopes

3 questions to the CSR team

CSR is integrated into the Category Management division: which is the department that generates the greatest impact, as it is where product and sourcing guidelines are defined.



Claire WAGRET

Corporate CSR Manager

Environment (see p. 22)
Ethics and sustainable sourcing (see p. 29)
People (see p. 36)
Strong partnerships (see p. 45)

Joint responsibility for economic, environmental and social issues
-
CSR communication

Juanita TORO GIRALDO

Product CSR Manager

Circular Economy (see p. 17)

WHAT IS THE CSR 2030 STRATEGY?

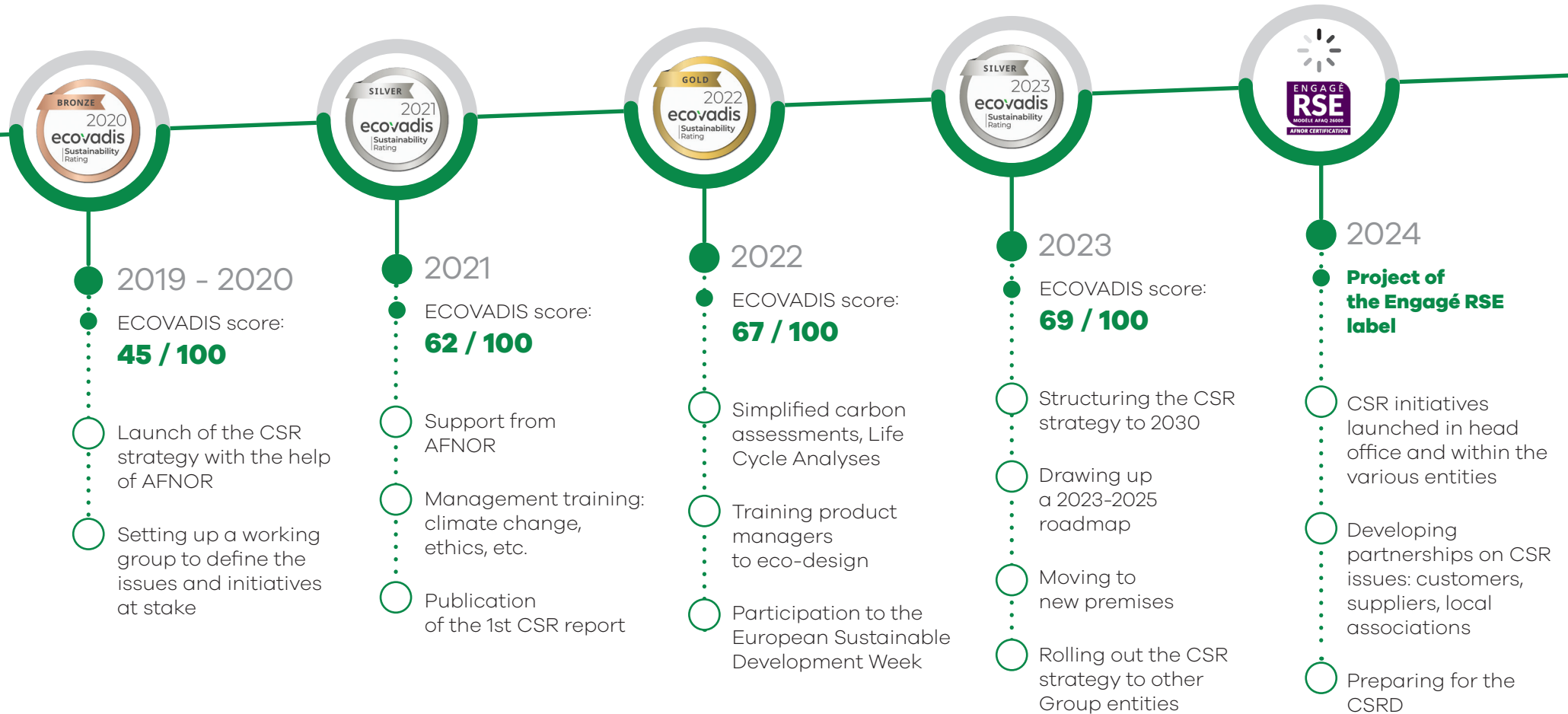
Claire Wagret : We have built it around 5 pillars. 4 had already been defined in 2021: the environment, responsible purchasing, people and sustainable partnerships... We have built a 5th pillar around the circular economy, so that we can work specifically on the product by avoiding and then reducing their impact

Juanita Toro Giraldo : Then we defined 5 major projects that will set the pace for 2024 in terms of circular economy and traceability..

HOW DO YOU FEEL THIS CSR 2030 STRATEGY HAS BEEN RECEIVED EXTERNALLY?

Juanita Toro Giraldo : We see this particularly in our sales pitch. When we first started working on these issues, CSR wasn't discussed with customers. Today, it's starting to feature in meetings with our partners. What's more, our customers are very keen on these exchanges, and are delighted to be included in the process and to be able to express their needs and expectations in terms of the circular economy, for example. For us, CSR is closely linked to business. That's what's going to make the difference in the PPE market!

Highlights of our CSR strategy



Our CSR strategy 2030

And our flagship projects launched in 2023

Our CSR strategy is built around 5 key areas and a number of flagship initiatives that were launched in 2023

Strong partnerships

Being a close partner

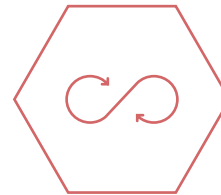
- Dialogue with our stakeholders (see p. 46)



People

Improving our working conditions

- Employer brand



Circular economy

Eco-designing our products

- LCA platform (see p. 19)
- Certified recycled raw material (see p. 19)
- Low-impact packaging (see p. 20)
- Recyclability of our products (see p. 20)



Environment

Embarking on a low-carbon path

- Platform for calculating greenhouse gas emissions (see p. 23)



Ethics & sustainable sourcing

Being a responsible customer & supplier

- Supply chain traceability (see p.32)



CIRCULAR ECONOMY

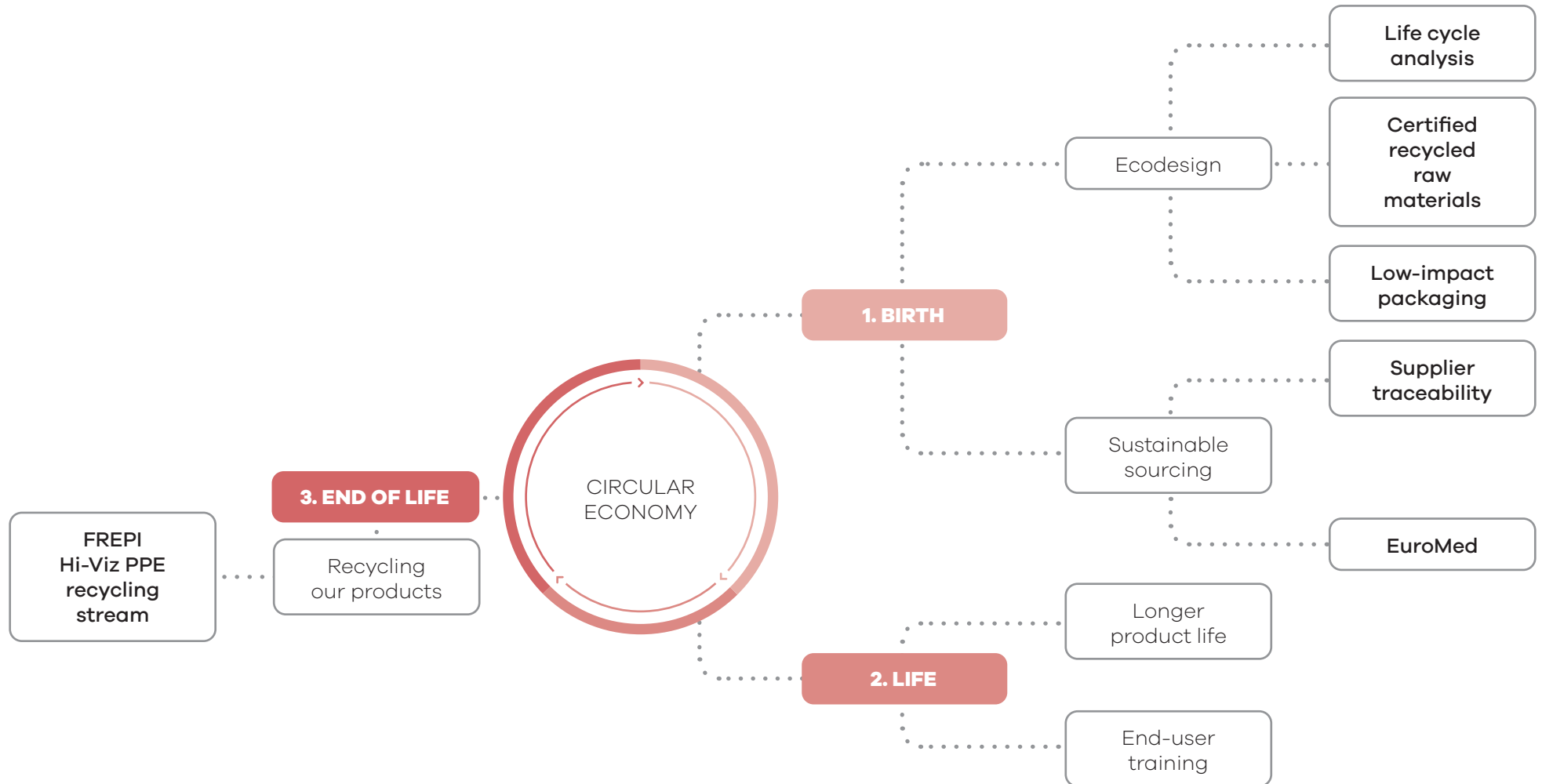
Eco-designing our products



Product CSR strategy 2030

Our aim is to integrate elements of the circular economy into all our product-related processes

We base our product CSR strategy on the cradle to cradle method, to move from a linear economy to a circular economy that forms a closed loop.



Flagship actions initiated in 2023

LIFE CYCLE ANALYSES & ECO-DESIGN

GOALS:

Be able to analyse the various environmental impacts of our products and services - using life cycle analyses - and model simulations to avoid impact transfers.

We have developed a partnership with the Carbonfact platform, which uses the product and supplier data collected by Trace for Good (see p. 32), and which calculates :

- Life cycle analyses (PEF method)
- Simulations between several options to enable product managers to eco-design products
- A greenhouse gas emissions balance (GHP method) based on the 3 scopes (see p. 23)



ACTIONS 2023 - 2024

Life cycle analysis of all our products:

- Clothing
- Glove
- Shoe
- Head
- Anti-fall protection
- Disposable

CERTIFIED RECYCLED RAW MATERIALS

GOALS:

Incorporate certified recycled materials (whose origin can be traced) in our existing products and in new products, in order to have a range of products containing recycled materials.

We rely on two internationally recognised certifications:

GRS



GRS (Global Recycled Standard) is more comprehensive

Requirements to be met :

- Traceability of recycled materials throughout the value chain

- Environmental management: waste water, waste, energy consumption, etc.
- Social management: employees' rights, minimum age for recruitment, health and safety of workers
- Chemical process management

RCS



RCS (Recycled Claim Standard) requires traceability of recycled materials throughout the production process.

ACTIONS 2023 - 2024

Audit by the independent third-party organisation Ecocert Greenlife and subsequent GRS and RCS certification in January 2024 (licence number 267872), without the slightest environmental or social noncompliance.

Flagship actions initiated in 2023



LESS BY COVERGUARD: PACKAGING WITH LESS IMPACT*

GOALS:

Reducing the environmental impact of our packaging

Less by CITEO

CITEO, the eco-organism in charge of household packaging, has designed LESS, a customers and other players in the downstream industry) to form the methodological guide based on Reducing/Reusing/Recycling. In accordance with the the French AGEC law, our roadmap is largely based on CITEO's LESS methodology and includes 5 axes :

- Eliminate unnecessary items, particularly overpackaging
- Reduce the use of plastic
- Carry out Life Cycle Analyses of packaging to select sustainable alternatives without transferring impacts.

- Ensure the recyclability of our packaging in France
- Use recycled materials for the remaining packaging

ACTIONS 2023 - 2024

Redesign of the footwear packaging and integration of the changes into all the products in this range.

*Thanks to the Life Cycle Analyses we carry out via the Carbonfact platform, we can prove that we are reducing the impact of our packaging.



Donnons ensemble une nouvelle vie à nos produits.

RECYCLABILITY OF OUR PRODUCTS

GOALS:

Participating in the development of PPE recycling industry in France

FREPI: Recyclability of High Visibility PPE

Coverguard is joining forces with other industry players (competitors, customers and other players in the downstream industry) to form the «FREPI» project.

FREPI is a crossdisciplinary collective project codirected by OREE and co-funded by the French institution ADEME, the aim of which is to determine whether it is technically possible and financially viable to set up a High-Visibility PPE recycling network**.

Supervised by the FREPI project, laboratory tests will :

- Study different techniques for separating materials: reflective tape, press studs, zips, marking, lining, etc.
- Identify and characterise the recycled material and its potential for reusepossibilités de réemploi

**To date, there is no High Visibility PPE recycling industry in France: These represent a huge source of nonrecovered waste (transformed, in the best of cases, into Solid Recovered Fuel).

ACTIONS 2023 – 2024

Joining the project in July 2023

FREPI project launch meeting in January 2024



Extending the life of products



COVERLAB - A COMMUNITY TO CO-DESIGN OUR PRODUCTS WITH OUR USERS

To offer products that perfectly meet users' needs, Coverguard relies on a team of in-house and external experts (product, design, quality, medical professions, etc.).

The COVERLAB community collects feedback from users and experts on our prototypes to ensure the right level of performance and comfort for the intended use. This feedback is incorporated into our product development process, improving product quality and durability.



COVERPERF - AN IN-HOUSE LABEL FOR TOPPERFORMING, PRODUCTS

The COVERPERF® label distinguishes products that offer users the guarantee of PPE that provides greater comfort, durability and performance than what is required by the standards.

The labelling criteria devised by our in-house technical teams are designed to be demanding, based on use and supported by tests carried out by external, recognised and independent laboratories. Two labels highlight products with an extended lifespan:



Durability:
Abrasion
resistance



Durability:
Washability



ENVIRONMENT

Embarking on a low-carbon trajectory



Assessment of greenhouse gas emissions

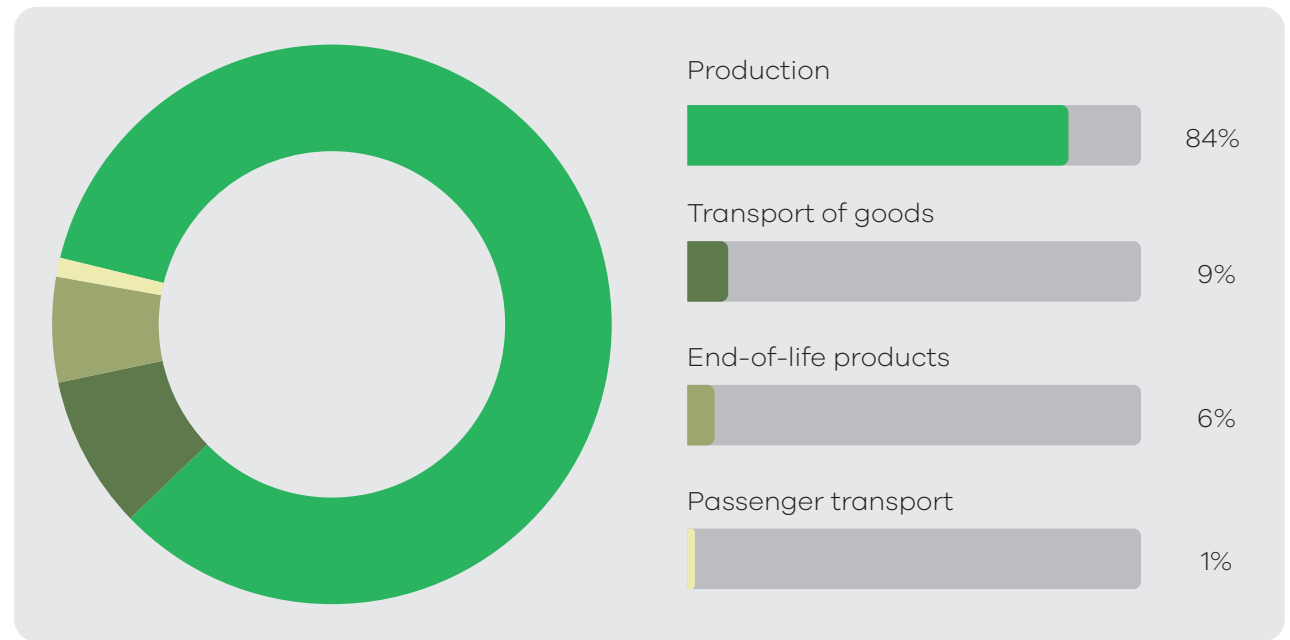
2022: first simplified Carbon footprint assessment, carried out by Anova, a specialist consultancy firm

CARBON FOOTPRINT BASED ON 2021 DATA



*t eqCO₂: tonnes of CO₂ équivalent

BREAKDOWN OF COVERGUARD'S GREENHOUSE GAS EMISSIONS AT THE END OF 2021



ACTIONS 2023 - 2024

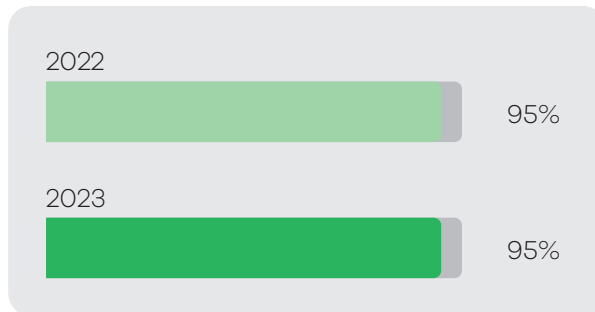
Partnership with Carbonfact to carry out our second Greenhouse Gas Emissions Assessment, based on the GHP (Green House Protocol) methodology, scheduled for 2024

Actions to reduce our carbon footprint

CIRCULAR ECONOMY AND ECO-DESIGN (SEE P.19,20)

OPTIMISING TRANSPORT

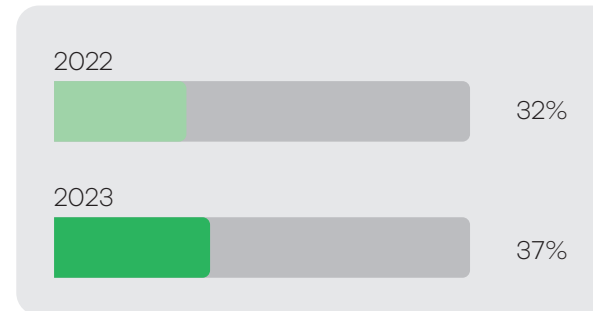
Container fill rate



The containers are 95% full, which is the maximum fill rate for each order - as there will always be an empty space to have room to store and move the boxes. Each order is optimised as much as possible to make the best use of the space available.

REPLACING OUR FLEET

Percentage of hybrid or electric vehicles



TRAINING OUR EMPLOYEES TO IMPLEMENT ECO-GESTURES

PRESENTATION MATERIALS & COMMUNICATION

- Our point-of-sale advertising (POS) and shop-in-shop products are manufactured by suppliers close to the Lyon region or in France, who are forest-friendly.

100%

of our POS advertising is manufactured by craftsmen who have obtained the PEFC or FSC label

- Reuse of materials used on our stands: 100% for regional shows and over 60% for national shows, i.e. 1 to 2 per year (only the floors and tarpaulin graphics are not reused, as they depend on the stand configuration, which changes for each show).
- Printing our flyers on 100% recycled paper (from 2024)

Environmental management

Coverguard is not a production site, but rather a tertiary activity site, so there are...

0

direct impact on water resources (no abstraction or pollution), air (apart from transporting our goods), biodiversity or local residents

0

risk of significant oil, fuel, waste or chemical spill

0

production of hazardous waste

0

event of non-compliance with current environmental regulations

0

owned business site located in or next to protected areas or areas rich in biodiversity

	2022	2023*
Water consumption <i>Water consumption and not water abstraction</i>	459.4 m ³	1 033.7 m ³
Rainwater consumption <i>Used in the toilets</i>	-	31 m ³
Electricity consumption	404 595 kWh	414 043 kWh
Gas consumption	171 493 kWh	34 839 kWh
Fuel oil consumption	-	700 L
Electricity production from photovoltaic panels	-	100 716 kWh

* The move to the new premises took place in August 2023:

- Filling the sprinkler system on the new site
- Energy- and water hungry construction, simultaneously to the occupation of the former site
- No gas heating on the new site
- Obligation to have a generator to power the sprinkler system, and to check that it is working properly

ACTIONS 2023-2024

Carrying out an energy audit in September 2024 (after 12 months' occupancy of the premises), in accordance with regulations

Our new environmentally-friendly premises



Move in August 2023



6000 m2 of photovoltaic panels on the roof: 70% selfconsumption



Self-sufficient heating system for the new warehouse



Heat pump instead of a gas boiler: the reversible heating and air conditioning system is set not to exceed 21°C during the day on weekdays and 18°C in the evening and at weekends.



Rainwater recovery system to supply water for sanitary facilities



Skylights for natural lighting in the warehouse



12 electric recharging points available to employees



Presence detectors for lighting offices, toilets and warehouses

Sustainable waste management



ELISE:

a social economy company that employs disabled people to whom we entrust the following waste:

- glassine
- batteries
- bulbs
- electrical and electronic waste (WEEE)

BOUCHAUD:

a family business that recycles:

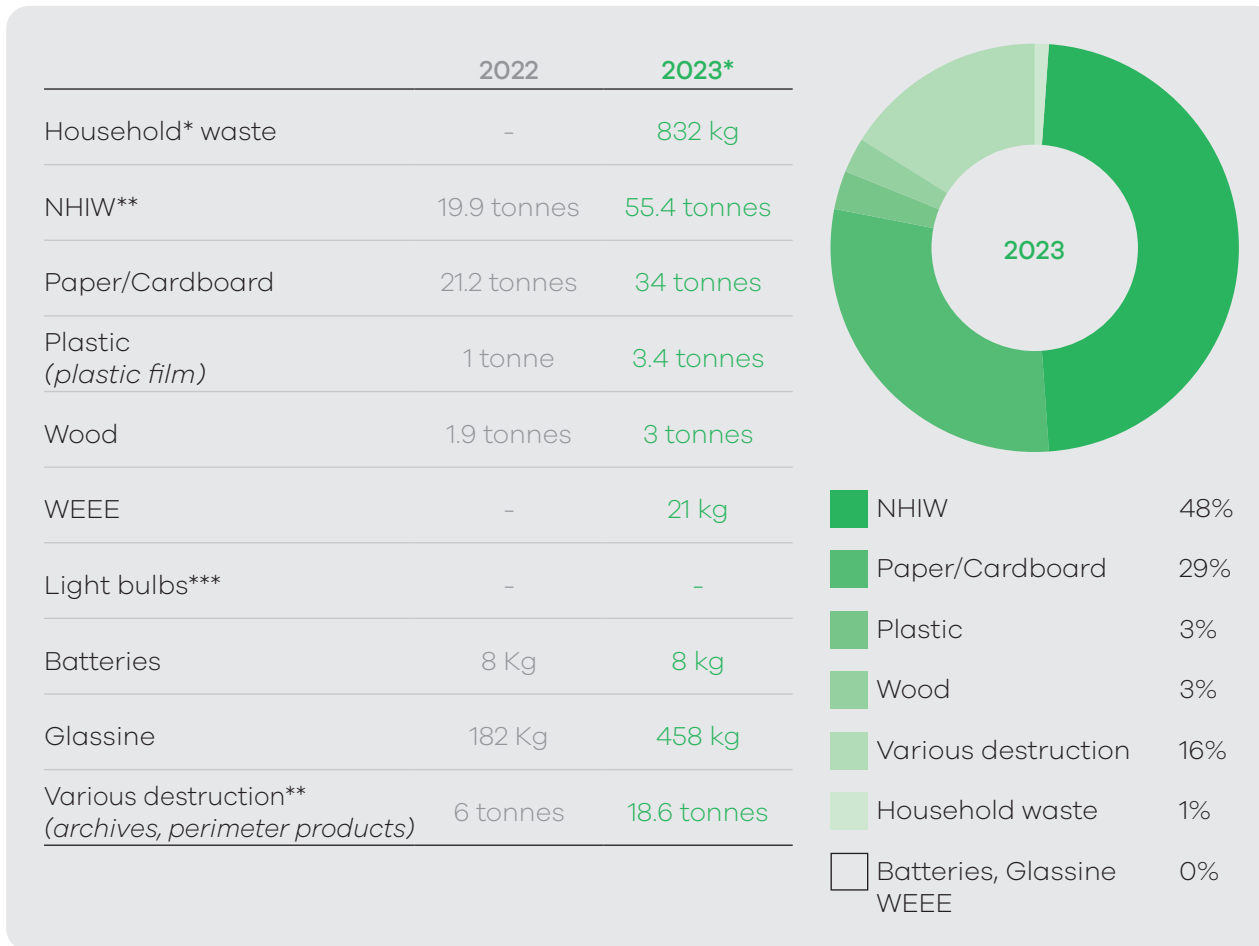
- paper & cardboard
- plastic film
- waste (NHIW)

SEQUOIA EMBALLAGES:

a local company that recycles the wood from our faulty pallets

COMMUNAUTÉ DE COMMUNES DE LA DOMBES:

the local townhall that manages our household waste, recyclable packaging and glass



* Household waste: data following the move to our new premises in August 2023.

** NIWH (Non-Hazardous Industrial Waste) and miscellaneous destruction: this increase is explained by the move, which required considerable sorting and generated a lot of non-recyclable waste.

*** Light bulbs: we did not produce enough waste in 2023 to justify removing the collection bins.

Reducing waste

PAPER:

- Document dematerialisation with Yooz software
- Digital distribution of certain documents without printing paper copies: CSR report, safety & CSR welcome booklet, etc.
- Annual measurement of the number of catalogues not distributed in order to optimise subsequent print runs as much as possible, and dispatching catalogues digitally

11 200

printed catalogues in 2024,
compared with 17,000
catalogues in 2022.

CONSUMABLES:

- Distribution of a zero waste pack consisting of a mug, an eco-cup, a water bottle and a tote bag to all our employees.
- Reusable cutlery and crockery available to all
- Stopping the of the distribution of plastic bottles to guests and and not supplying coffee machines with disposable cups





ETHICS & SUSTAINABLE SOURCING

Being a responsible customer and supplier



Business ethics

FIGHT AGAINST CORRUPTION

ACTIONS 2023 - 2024

- Diffusion of the ethics charter, the internal whistleblowing procedure and the disciplinary system
- Drawing up a corruption risk matrix
- Development of internal procedures: assessment of third-party corruption risks, accounting controls, gifts and entertainment policy, etc.
- Training for all employees concerned by the risk of corruption: CODIR, managers, sales staff, etc.

	2022	2023
Breaches of the Code of Ethics (<i>harcèlement, discrimination, corruption...</i>)	0	0
E-mails received on the alert	0	0
Legal action against behaviour anti-competitive and anti-trust practices	0	0
Political contribution from Coverguard	0	0
Non-compliance with French and international regulations	0	0

FAIR PRACTICES

- Inclusion of an intellectual property clause in our supplier contracts
- No use of misleading advertising, particularly greenwashing

ACTIONS 2023 - 2024

Strengthening of the supplier charter, which mentions sub-contractors and raw material suppliers, respect for personal data, fair practices, transparency, etc.



Sustainable sourcing

Our entire purchasing office in Hong Kong (with direct links to Asian suppliers) has undergone in-house training on sustainable development, ethics and responsible purchasing. We have ethical audits carried out among our suppliers since 2017.

SUPPLIER SELECTION PROCEDURE

- **Site visit** by EPSP, our purchasing office, by a Coverguard representative (member of the purchasing office, Category Manager or Category Management and CSR Director)
- Signature of our **Supplier Charter** (which also applies to subcontractors and suppliers of raw materials)
- Collection of labels and certificates such as SMETA 4, BSCI, ISO 14001, ISO 45001, ISO 26000, etc.
- If they have SMETA 4, BSCI or SA 8000 certification and depending on the score obtained (equivalent to a minimum of 6/10), Coverguard considers that it is not necessarily necessary to carry out an ethical audit (SA 8000).
- If not, we will arrange for an **ethical audit** to be carried out. If the score is below 6 / 10, no collaboration is possible
- Updating **supplier risk mapping** in line with the score obtained and purchasing volume



ETHICAL, ENVIRONMENTAL AND SOCIAL AUDITS

SA 8000 standard :

- Hygiene, health and safety
- Ban on child labour
- Hours and pay
- Social practices such as trade unionism and the fight against forced labour
- Environmental management

- These ethical audits are carried out by a **independent third-party organisation**
- The entire factory, offices, working and living areas are visited during the audit.
- All minor and major non-conformities are recorded and monitored annually by EPSP: any non-conformities must be the subject of an **action plan** and **proof of correction** must be provided.
- Serious breaches of these standards are unacceptable and will result in **immediate termination of the collaboration.**
- Refusal of an **audit terminates the relationship** without exception
- These clauses are included in the contracts

8.3 / 10

for the 12 ethical audits in 2023, including 7.7/10 for environmental management and 9.8*/10 for child labour.

*This score is explained by the fact that one of the suppliers audited does not have a formal policy on the non-use of child labour

	2022	2023
Volume of purchases from active suppliers with ISO 14001 certification	30 %	49.9 %
Average ethical audit score of the 24 largest active suppliers (representing around 80% of purchasing volume)	8.8 / 10	9.1 / 10
Average ethical audit score for all active suppliers	8.2 / 10	8.5 / 10

Sustainable sourcing



TRACEABILITY WITH TRACE FOR GOOD

GOAL:

Map our entire supply chain and communicating the origin of products and raw materials

We have partnered with Trace for Good, a traceability platform designed for suppliers (up to tier 4, subcontractors and raw materials) and brands to collaborate and share information about :

- production stages
- product composition
- the origin of raw materials
- labels and certifications
- environmental and social data (KPIs)

Trace for good provides a framework for relations between brands and suppliers and simplifies the collection of data relating to the entire upstream value chain, by checking each document (audit, label, certification, invoice, bill of lading, etc.) added by each supplier.

ACTIONS 2023 – 2024

Launch of the project and integration of the largest suppliers: 13 suppliers have been onboarded onto the platform.

trace for good.



EUROMED SUPPLIERS

GOAL:

Bring nearer some of our production sites in Europe and the area around the Mediterranean sea to :

- Facilitate exchanges
- Reduce delivery times
- Reduce social and environmental risks based on the existence of strict regulations (in the case of suppliers based in the European Union)

A word of caution: the impact of road transport must be taken into account, and a life cycle analysis of the products must be carried out. To avoid transferring the impact. On an equal product basis, road transport emits around 100 more greenhouse gases than maritime transport.

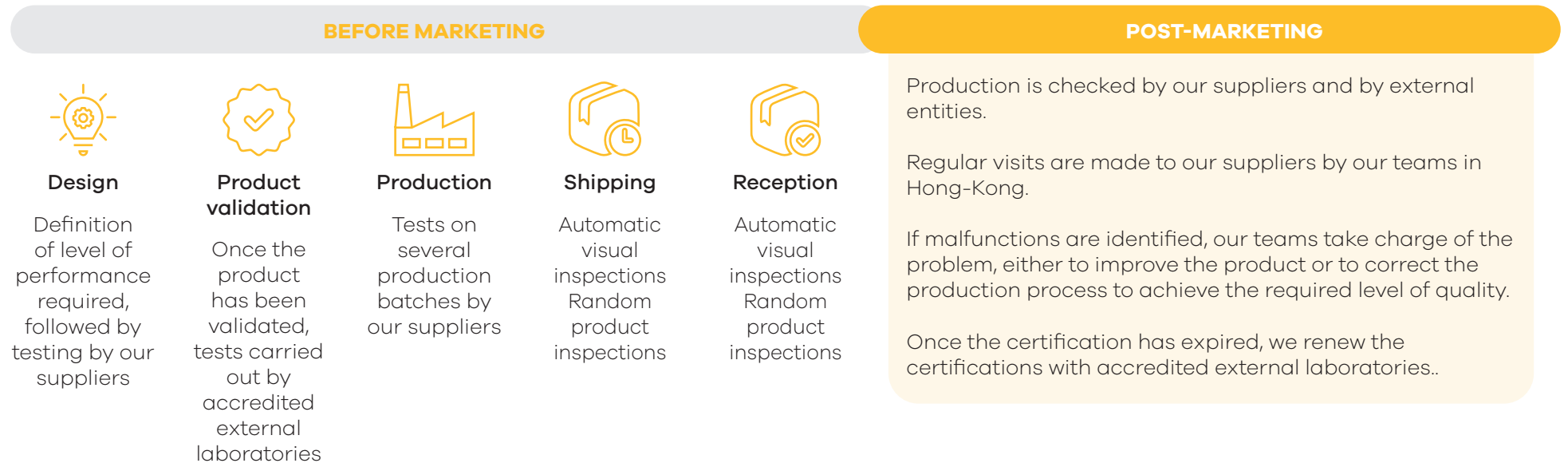
ACTIONS 2023 – 2024

Supplier benchmark for the EuroMed region, by product type
Determination of eligible products according to the capacities of the pre-selected factories

Product quality

CONFORMITY OF OUR PRODUCTS

Our quality policy is demanding, and we strive to go beyond the strict regulatory framework that PPE design must comply with.



	2022	2023
Claim rates	0.0208 %	0.0208 %
Number of inspections during production*	363	401
Number of inspections at reception	362	317

100%

of the leather used for our gloves is checked to ensure that it is not allergenic

0

cases of non-compliance concerning the possible impact of products on the health and safety of end users

*These may be performance checks on our best-selling products, on certain products that have recently been the subject of complaints or for which there have been modifications, or additional safety checks (on components or products).

Product quality

QUALITY AUDITS (ISO 9001)

Coverguard has quality audits (based on ISO 9001) carried out during production by independent third-party organisations.

En 2023, 11 audits qualité
pour une note moyenne de

85 / 100

	2022	2023
Volume of purchases from active suppliers with ISO 9001 certification	78 %	80 %
Average quality audit score of the 24 largest active suppliers <i>(representing around 80% of purchasing volume)</i>	83.8 / 100	85.1 / 100
Average quality audit score for all active suppliers	81.4 / 100	82.5 / 100

COMPLIANCE WITH STANDARDS INCLUDING REACH

All the products in our ranges comply with European standards (or at least those of the country where they are marketed) and are certified by independent third-party organisations.

We monitor our suppliers' REACH compliance. PFASs will be added to the list of SVCHs from 2026, and Coverguard is already working with its suppliers to find the best replacement solution, without jeopardising the PPE performance of its products.

Information security and RGPD

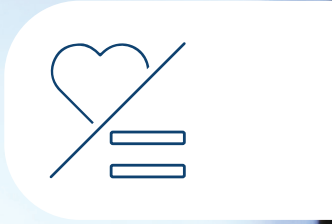
Coverguard is taking steps to guarantee IT security and respect for personal data

- Strict procedure for data management after employees have left the company
- Mandatory passwords changed and made more complex
- Specific e-mail address for RGPD requests
- Addition of a reference to compliance with the RGPD on the website and on job offers
- Implementation and internal distribution of a personal data retention schedule

ACTIONS 2023 – 2024

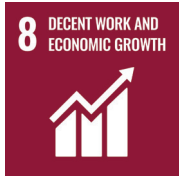
- Drawing up personal data processing registers, in conjunction with the various departments
- Training for all department heads on the challenges of the RGPD
- 5 meetings on IT security (95% of Coverguard staff have been trained)
- Update of the IT charter, signed by all employees
- Delivery and securing of the new infrastructure at the Mionnay site
- March 2024: two internal and external audits with a service provider to help us identify and repair any weaknesses (internal and external intrusion tests, and organisational audit). These audits not only demonstrated the robustness of our systems, but also enabled us to identify targeted actions to strengthen our security systems.

	2022	2023
Number of information security incidents	0	0
Number of mails received on the specific RGPD mailbox	0	0



PEOPLE

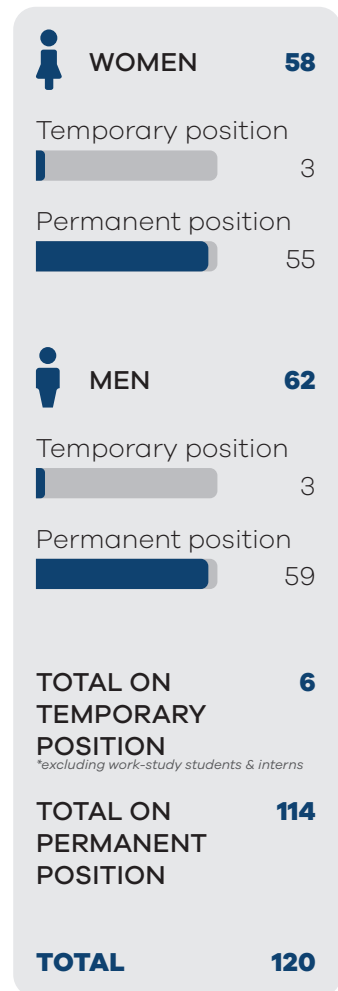
Improving our working conditions



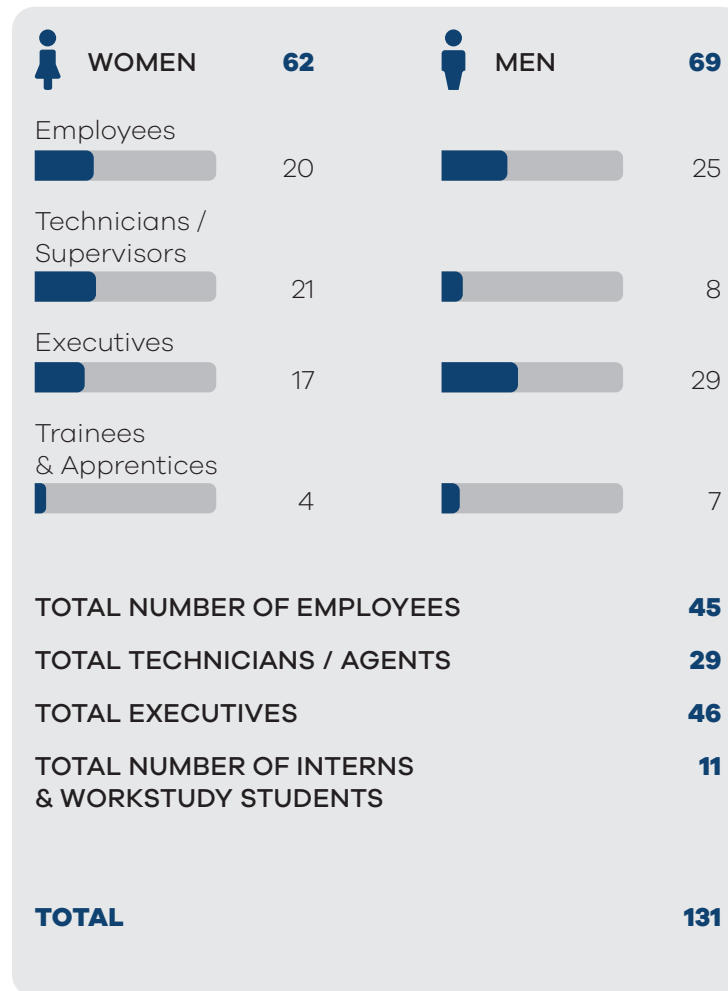
Social report

TOTAL NUMBER OF EMPLOYEES

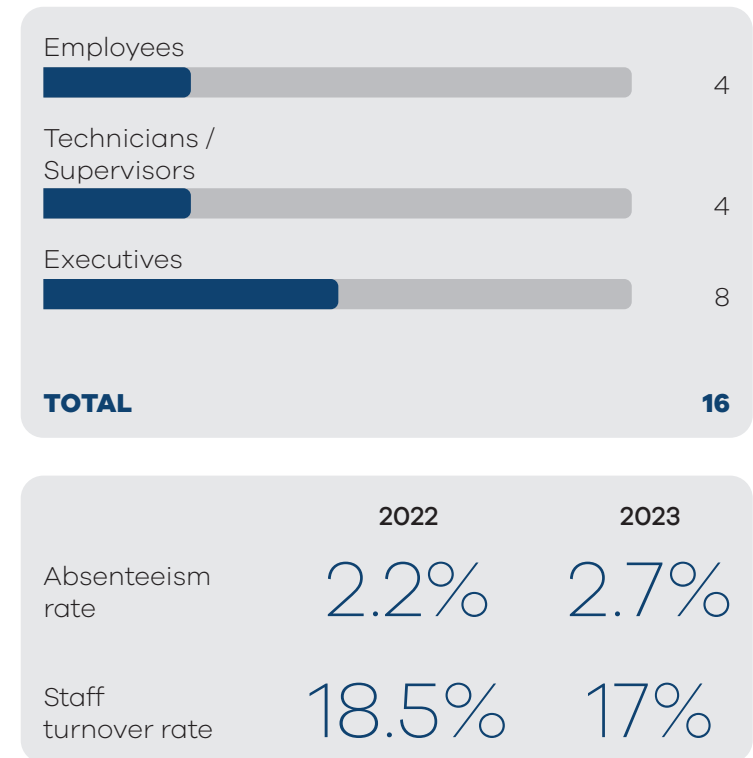
BASED ON THE TYPE OF CONTRACT



BASED ON THE STATUS



RECRUITMENT IN 2023



Health & safety

HEALTH

Coverguard guarantees the right of access to healthcare for all employees, without discrimination or exclusion, whatever their status.

100% of employees are covered by the company's provident scheme. The company's mutual insurance plan is compulsory, except in the case of exemption (15 employees concerned, including students), and is accessible to beneficiaries. The rate is the same regardless of the number of beneficiaries attached to the mutual, which offers a **higher level of cover and reimbursement than the regulations** (in particular for health, provident, invalidity, maternity, retirement and unemployment costs).



Health & safety

SAFETY

PREVENTION & TRAINING

Compliance with safety and risk prevention instructions is a priority:

- Training on risks in the workplace provided by the site’s QSE officer in conjunction with our external service provider ACOSET.
- All new employees are presented with a safety booklet, which is regularly updated.
- Training in occupational risk assessment for team leaders and members of the works council
- Rolling out and monitoring the safety training plan (SST, refresher courses, CACES, driving licences, fire, etc.)

100%

warehouse staff
are trained in workplace
safety

100%

of employees are
trained in workstation
gestures and postures

100%

of our team leaders are
trained in workplace
accident analysis and
cause tree analysis

The cause tree is an analysis methodology used to better identify the triggering event for an accident at work

MONITORING WORKPLACE ACCIDENTS

	2022	2023
Accident frequency index*	7.87	0
Frequency rate**	4.41	0
Severity rate***	0.11	0

* The frequency index is the number of accidents at work per 1,000 employees.

** The frequency rate is the number of accidents resulting in more than one day’s absence from work over a 12-month period, per million hours worked.

*** The severity rate is the ratio between the number of calendar days actually lost as a result of accidents at work (in the workplace) and the number of hours exposed to the risk, multiplied by 1,000.

Social dialogue and internal communication

The Social and Economic Committee (CSE) meets once a month to discuss social issues, working conditions and employee safety.

As with all works councils, delegates gather information from employees beforehand. All issues are examined and discussed during the meetings, and the minutes are then circulated throughout the company.

Number of CSE meetings in 2023

12

The following collective bargaining agreements are currently valid:

- DUE (single declaration by the employer concerning health costs)
- Working time agreement (Coverguard Logistics)
- Home Office Charter Charter

Coverguard's collective agreement covers the wholesale trade.

PARTICIPATIVE MANAGEMENT

Each employee has the opportunity to play an active part in a strategic company project via working groups on cross-functional subjects. They contribute their knowledge and expertise, learn about project management - a key skill in the organisation - and develop interpersonal skills by interacting with other departments in a different setting.

2019 - 2020

- CSR project
- Change of brand
- Setting up a CRM

2021

- Relocation project : layout of services
- Website
- Cover Lab

2022 - 2023

- Relocation project: interior design of future premises
- COFET: Festivities Committee to organise various festive events
- Meeting room project: naming them, arranging them and ensuring they function properly

QUARTERLY ROUND TABLES

Launched in 2023 after the arrival of the new Chief Executive Officer, these 1-hour discussions enable the direction to communicate the company's strategic priorities and major directions, and to answer employees' questions directly.

Number of round tables in 2023

3

Quality of life at work and team cohesion

Coverguard has a partnership with the Hello CSE platform, which offers a CE activity. Gift vouchers are distributed to company employees at the end of the year.

2022, Coverguard's first employee satisfaction questionnaire on 5 themes:



Corporate culture



Working conditions



Tasks



Colleagues



Manager



Two needs emerged from the survey:



COHESION BETWEEN TEAMS

COFET will continue to organise friendly events in 2023, including a king cake in January, an egg hunt around Easter, a festive day to inaugurate the new premises in September and a Christmas dinner.

ACTIONS 2024

A new version of the employee satisfaction questionnaire is planned



GLOBAL INTERDEPARTMENTAL COMMUNICATION

Since early 2023: quarterly round tables with our CEO

Mobility and commuting



100% of shuttle costs covered
(+ 50% of the train season ticket)



Provision of 12 recharging
points for use by employees



Shared Excel file to develop
carsharing between employees



Home office (1 day)

ACTIONS 2024



Update of the Home Office
Charter



Project to develop a
mobility policy



Purchase of a shared electric
car to facilitate journeys from
the station to the site



Employee questionnaire on
mobility to encourage
carsharing

Equal opportunities

PRINCIPLE OF NON-DISCRIMINATION

Coverguard fights against any discrimination against its employees and candidates, particularly on the grounds of:

- Gender
- Origin
- Religion
- State of health
- Disability
- Age
- Level of education
- Physical appearance
- Membership of a trade union
- Sexual and/or political orientation
- ...

And this is true at every stage of the collaboration, from the initial recruitment phase and throughout professional and career development: pay, pay rises, maternity leave, mobility, etc.

All benefits granted to employees at full time are also granted to temporary and part-time employees, without discrimination.

GENDER EQUALITY

Coverguard guarantees equal pay, promotes gender diversity in its business lines and encourages women to rise to all levels of responsibility.

	2022	2023
Percentage in the women of workforce	49 %	48 %
Rate of women in the management workforce	36 %	50 %
Percentage of women in the Management Committee	17 %	20 %
M/F equality index	93 / 100	88 / 100

INTEGRATING YOUNG PEOPLE

Creation in 2019 of a intern policy (still valid in 2023) to :

- Harmonise internship allowances (higher than the legal minimum, these are a percentage of the minimum wage depending on the length of the internship and the level of qualification).
- Set a framework for their professional support

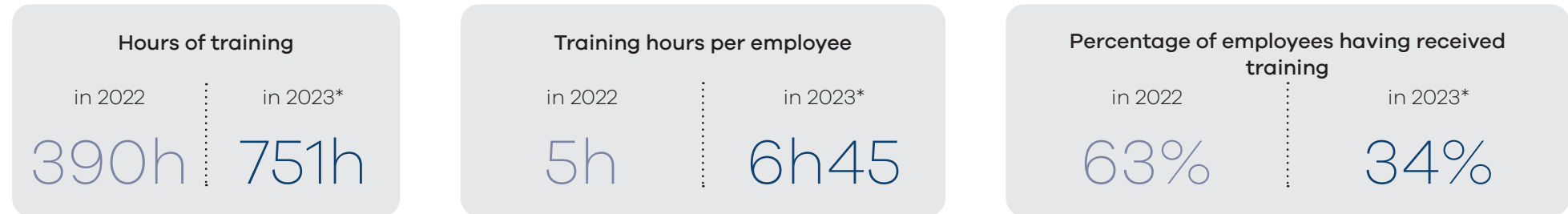
	2022	2023
Rate of workstudy students or trainees	6 %	8 %
Percentage of work-study students or interns who received a job offer at the their fixed-term contract	25 %	20 %

ACTIONS 2024

A more favourable remuneration policy for trainees, extended to work-study students

Internal mobility and skills management

- Internal transmission of job openings prior to publication on job boards (excluding confidential positions)
- Each application received internally is examined with the same expectations as those received externally.
- Establishment in 2021 of a regularly updated map of professions and skills to :
 - Increase the objectivity of skills assessment during recruitment interviews and end-of-year individual interviews
 - Create greater transparency on the skills expected of candidates and employees



*These figures can be explained by the long training that some of the warehouse staff underwent on the new stock management software. As a result, the number of training hours has increased, and the percentage of employees who have received training has fallen, as this training only involved a few employees.



STRONG PARTNERSHIPS

Being a close partner



Dialogue with stakeholders

Dialogue with our stakeholders is essential to identify and take account their needs, expectations and requirements (see p. 11, 12). Several series of discussions have been initiated in 2023:



CUSTOMERS

- Identification of strategic partners
- Sharing and strengthening our CSR roadmaps: strategy, actions, feedback, etc.
- Annual or half-yearly exchanges



SUBSIDIARIES

- Duplication of CSR actions and deployment of the roadmap
- Collecting indicators (see p. 52)
- Monthly exchanges



SUPPLIERS

- Data collection on :
 - The origin and the composition of our products via the Trace for Good platform
 - Plant audits and certification
- Follow-up of any non-compliances and action plan by our purchasing office
- 2024 : selection of close suppliers and close dialogue



EMPLOYEES

- 2024: satisfaction survey project



OTHER STAKEHOLDERS

- Initiate contact with companies based in Lyon and the Rhône-Alpes region
- Occasional exchanges on CSR issues to encourage feedback

Sustainable partnerships

Worldskills
France
partnership

Donations
of new equipment

Repair and
Reuse

Partnership
with ASUL

Raising internal
awareness & CSR
communication



Worldskills is the world's largest skills competition, like the Olympic Games for sport. It is an international competition for young people under the age of 23, competing in 62 skills grouped into 7 areas of activity:

- construction and public works
- industry
- cars & machinery
- services
- plant
- power supply
- digital.

To reinforce its commitment to supporting tomorrow's professionals and promoting know-how, Coverguard has made a commitment to Worldskills France by becoming an official partner of the competition, which will take place in Lyon in September 2024.

We will provide all the working clothes and PPE for the competitors and their technical entourage, as well as for the entire organisation: judges, referees, volunteers, etc.



Dialogue with stakeholders



Our unsold goods are donated to local social associations, in particular the Ressourcerie de Rillieux-la-Pape, which is based on a circular economy model and plays a major role in the development of the area. The Ressourcie equips its own employees with our products, or distributes them within its network for resale to other users.

In 2023, we also donated unsold goods to the Agence du Don en Nature, which was responsible for redistributing our products to other local associations.



Dialogue with stakeholders

Worldskills
France
partnership

Donations
of new equipment

Repair and
Reuse

Partnership
with ASUL

Raising internal
awareness & CSR
communication



DONATION OF ITEMS IN GOOD CONDITION

As part of our move, we gave :

- Around twenty boxes of objects and office equipment in good condition
- 70 pieces of office furniture (chairs, desks, etc.) in good condition to our long-standing partner, the Ressourcerie de Rillieux-la-Pape.

WORKING WITH ESATS

Partnerships with 3 ESATs (Supported Employment Workplace), one of which has been in operation for around twenty years, for :

- Customising our products to meet specific customer requirements
- Special labelling, repackaging, kit building...
- Repairing certain products: rather than throwing them away, we repair textile products (excluding PPE) that arrive at the warehouse faulty: sewing on buttons, zips, etc.

40 413.50€

orders placed with social companies (our 3 partner ESATs and ELISE)

Dialogue with stakeholders

Worldskills France partnership

Donations of new equipment

Repair and Reuse

Partnership with ASUL

Raising internal awareness & CSR communication

In September 2023, we have become partners of the Lyon Volleyball team ASUL LYON VOLLEY. Founded in 1945, this club is at the origin of the development of this sport in the Rhône-Alpes region, and echoes our values of proximity and surpassing oneself.



Dialogue with stakeholders

- Worldskills France partnership
- Donations of new equipment
- Repair and Reuse
- Partnership with ASUL
- Raising internal awareness & CSR communication**

In 2022, we included a section on eco-gestures in our safety training to reduce the impact of our actions:



Taking care of the IT equipment



Delete emails and sort servers



Reduce the volume of paper printouts



Better waste sorting



Developing carsharing











Reducing electricity consumption

In 2023, this training was expanded and all employees are regularly reminded of these eco-gestures by e-mail.

CSR indicators of our subsidiaries

In 2023, we included our 4 subsidiaries in the CSR roadmap, and each of them began collecting CSR indicators: the process of harmonising the data is under way, taking into account the technical and material constraints, size and sector of activity of the subsidiaries.















This report includes certain indicators for 2023 and will be expanded in future years, in particular by comparing them with business turnover or the number of employees.

	 WELTEK <small>A COVERGUARD GROUP COMPANY</small> Assembly site and offices 	 GANTELINÉ Warehouse and offices 	 EPSP Offices 	 INXS Production site and offices 
Number of employees	7	44	17	351
Water consumption	46.5 m ³	1684 m ³	16 m ³	176 581 m ³
Gas consumption	39 899 KWh	98 349 KWh	-	184 400 KWh
Electricity consumption	22 773 KWh	118 472 KWh	26 928 KWh	3 156 556 KWh
Frequency index of accidents at work*	0	0	0	8.55

* Frequency index of accidents at work = (number of accidents at work with sick leave x 1000) / number of employees

Our targets for 2025

The goals set for 2022 no longer reflect the direction taken by the current CSR team. We keep on undertaking actions to achieve the targets that were relevant in 2022. In 2023, we have chosen to set ourselves a target linked to our greenhouse gas emissions. Our partnership with the Carbonfact platform will enable us to set an SBTi target by the end of 2025.

	PILARS	COMMITMENTS	INDICATORS	2025 TARGETS	2021	2022	2023	STATUS
ENVIRONNEMENT		Our carbon footprint	Our Scope 1 carbon footprint (direct emissions) and Scope 2 (indirect emissions linked to our energy consumption)	- 25%	130 t e CO ₂	-	-	
			Our Scope 3 carbon footprint (Other indirect emissions)	- 5%	121 488 t e CO ₂	-	-	
FOURNISSEUR		Supplier relations	% of suppliers who have signed a contract	100%	70%	83,7%	100%	
			Supplier Ethics Charter	100% of new suppliers	100%	100%	100%	
			Purchasing volume ISO 14 001 certified suppliers	60%	40%	30%	46%	
			Purchasing volume ISO 9001 certified suppliers	100%	85%	78%	78%	
		Products	Recycled or recyclable packaging	100%	100%	100%	100%	
		Information security	Carrying out a security audit	Renewal network infrastructure	Security audit carried out	Migration to a new infrastructure	Migration completed	
EMPLOYEUR		Health & Safety	Absenteeism rate	< 5% (national average)	3,01%	2,23 %	2,66%	
			Employee turnover	< 15%	15.49 %	18,45 %	17%	
			Accident frequency rate	< 20.70 (national average)	22,58	4,41	0	
			Severity rate	< 1.4 (national average)	1,779	0,11	0	
		Equal opportunities	Gender Equality Index	95 / 100	95 / 100	93 / 100	88 / 100	
			Skills mapping	Updating process	100 %	100 %	100%	

 = In progress

 = Target achieved

Appendix 1: Summary table of GRI indicators

GRI : Global Reporting Initiative

102-1	Name of the organisation	P.4	305-2	Indirect GHG emissions (scope 2)	P.23
102-3	Geographical location of head office	P.10	305-3	Other indirect GHG emissions (scope 3)	P.23
102-7	Size of organisation	P.10	306-2	Waste by type and disposal method	P.25
102-12	External initiatives	P.13, 47, 48, 49, 50	401-2	Benefits granted to full-time employees and not to temporary or part-time employees	P.38
102-14	Statement by the most senior executive	P.2	403-2	Types of accidents at work and rates of accidents at work, occupational illnesses, lost days, absenteeism and number of work-related deaths	P.39
102-17	Mechanisms for advising on and managing concerns about ethical issues	P.30	404-1	Average number of hours of training per year per employee	P.44
102-18	Governance structure	P.9	406-1	Cases of discrimination and corrective measures taken	P.30
102-20	Management responsibility for economic, environmental and social issues	P.14	407-1	Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	P.31
102-22	Composition of the highest governance body and its committees	P.9	408-1	Operations and suppliers presenting a significant risk linked to child labour	P.31
102-40	List of stakeholder groups	P.11, 55, 56, 57	409-1	Operations and suppliers presenting a significant risk of forced or compulsory labour	P.31
102-41	Collective bargaining agreements	P.40	412-1	Operations that have been subject to human rights audits or impact assessments	P.31
102-50	Reporting period	P.58	415-1	Political contributions	P.30
102-51	Date of most recent report	P.58	416-1	Assessing the impact of product and service categories on health and safety	P.33
102-52	Reporting cycle	P.58	416-2	Cases of services non-compliance concerning the impact of products and health and safety services	P.33
205-2	Communication and training on anti-corruption policies and procedures	P.30	418-1	Well-founded complaints about breaches of confidentiality and loss of customer data	P.35
205-3	Proven cases of corruption and measures taken	P.30	419-1	Non-compliance with social and economic legislation and regulations	P.30
206-1	Legal action against anti-competitive behaviour and antitrust practices	P.30			
302-1	Energy consumption within the organisation	P.25			
303-1	Withdrawal of water from springs	P.25			
304-1	Business sites owned, leased or managed, located in or adjacent to protected areas and biodiversity-rich areas outside protected areas (short statement)	P.25			
305-1	Direct GHG emissions (scope 1)	P.23			

Appendix 2: Summary table of our stakeholders

	STAKEHOLDERS	KEY EXPECTATIONS TOWARDS COVERGUARD	INVOLVEMENT MECHANISMS
INTERNAL STAKEHOLDER	Employees	<ul style="list-style-type: none"> ■ Compliance with employment law and the principles of equality and non-discrimination ■ Health and safety at work ■ Skills development ■ Payment of an adequate salary ■ Satisfactory quality of life at work ■ Transparent communication ■ Team cohesion 	<ul style="list-style-type: none"> ■ Frequent personal interviews and monitoring by the manager: definition of SMART objectives ■ Internal communication: in writing and live via round tables with the CEO ■ Company-wide team building activities ■ Appropriate training catalogue ■ Integration programme for new recruits ■ Sending emails and surveys
	Investors / shareholders	<ul style="list-style-type: none"> ■ Balanced and responsible management ■ Transparency: frequent and comprehensive information sharing ■ Value creation : return on investment ■ Compliance with current regulations 	<ul style="list-style-type: none"> ■ Meetings with shareholders : face-to-face meetings, video-conferences ■ Seminars, trade fairs, exhibitions ■ On-site audits ■ Preparation of financial and nonfinancial reports
	Subsidiaries	<ul style="list-style-type: none"> ■ Integration into the group: sharing information and best practice in a spirit of transparency and trust ■ Equal treatment 	<ul style="list-style-type: none"> ■ Frequent meetings ■ Direct discussions with an equivalent contact within the Group
SILENT STAKEHOLDER (INTERNAL & EXTERNAL)	Silent stakeholder (Internal & external)	<ul style="list-style-type: none"> ■ Proactivity and anticipation of regulatory and societal developments ■ Long-term vision ■ Exceeding regulatory requirements 	<ul style="list-style-type: none"> ■ Regulatory and competitive intelligence ■ Market research ■ Participation in trade fairs, webinars and associations
	Stakeholders unable to speak		

STAKEHOLDERS		KEY EXPECTATIONS TOWARDS COVERGUARD	INVOLVEMENT MECHANISMS	
EXTERNAL STAKEHOLDER	Customers	End users	<ul style="list-style-type: none"> ■ Innovation: improving product performance and quality ■ Product comfort, practicality and aesthetics ■ Reduction or maintenance of the purchase price ■ Accessibility and availability of customer service 	<ul style="list-style-type: none"> ■ COVERLAB: user feedback and escalation to product managers ■ Partnership and direct dialogue with the sales department and product managers: site visits, meetings at trade fairs, etc. ■ Customer service: available by e-mail and telephone ■ Catalogue, technical data sheets, in-house labels, e-commerce website ■ Promotions, sales ■ Sending newsletters ■ Website, social networks (Linkedin, Instagram) ■ Market analysis
		Distributors	<ul style="list-style-type: none"> ■ Product availability, speed of receipt of orders ■ Compliance with current standards ■ Reducing the social and environmental impact of products: eco-design approach 	
	Competitors		<ul style="list-style-type: none"> ■ Compliance with the rules of free competition ■ Developing the business through partnerships ■ Non-launch of new innovative products (or launch of innovative products to be imitated) ■ Loss of product quality, loss of markets 	<ul style="list-style-type: none"> ■ Meetings at trade fairs and technical shows ■ Reading of business and CSR reports ■ Competitive benchmarking ■ Social networks
	Regulatory and supervisory bodies	Public authorities (DREAL, CNIL, Occupational medicine...)	<ul style="list-style-type: none"> ■ Transparency and good faith ■ Cooperation: providing informationspontaneously and on request ■ Strict compliance with, or evenexceeding, current regulations 	<ul style="list-style-type: none"> ■ Dialogue with institutions ■ Participation in workshops and seminars ■ Regulatory watch ■ Labelling process (Committed to CSR, GRS, etc.)
		Private organisations (AFNOR, GRS, etc.)		
Suppliers and service providers		<ul style="list-style-type: none"> ■ Frequency and volume of orders ■ Compliance with contractual conditions ■ Provision of work tools 	<ul style="list-style-type: none"> ■ Direct meetings at trade fairs and exhibitions ■ Factory visits ■ SA 8000 & ISO 9001 audits carried out by an ITO ■ Ongoing project scoping meetings ■ Action steering timetable 	

	STAKEHOLDERS		KEY EXPECTATIONS TOWARDS COVERGUARD	INVOLVEMENT MECHANISMS
EXTERNAL STAKEHOLDER	Civil society	Trade unions and employee representatives	<ul style="list-style-type: none"> ■ Transparency and good faith ■ Cooperation ■ Strict compliance with, or even exceeding, current regulations 	<ul style="list-style-type: none"> ■ Dialogue, direct meetings during the CSE ■ Regulatory watch
		Media, specialised press	<ul style="list-style-type: none"> ■ Transparency and good faith ■ Communication and news sharing: current projects 	<ul style="list-style-type: none"> ■ Press releases ■ Social networks ■ Articles in the specialist press
		The local community	<ul style="list-style-type: none"> ■ Contributing to local value creation ■ Transparency and good faith ■ Developing local employment ■ Reducing negative environmental impacts 	<ul style="list-style-type: none"> ■ Meetings with local community representatives ■ Sponsorship, financial or material donations ■ Participation in training and skills development for the local community ■ Environmental studies
		Local and national associations	<ul style="list-style-type: none"> ■ Local value creation ■ Development of positive environmental and/ or social actions ■ Long-term vision 	<ul style="list-style-type: none"> ■ Meetings with representatives of the association ■ Financial or material donations ■ Monitoring the use of these donations

Year covered:
2023 (from 01/01/2023 to 31/12/2023), or even early 2024 for certain actions

Area covered:
shares and indicators at the head office in Mionnay, France

Publication date:
June 2024

Frequency of publication:
1x par an

Date of last CSR report:
November 2023

Distribution:
exclusively digital (no paper printing)

In the future :
integrate the CSR results of all subsidiaries into the CSR approach
and integrate CSRD indicators