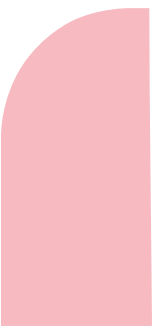
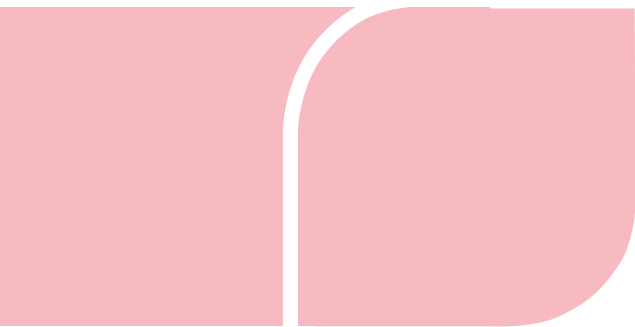
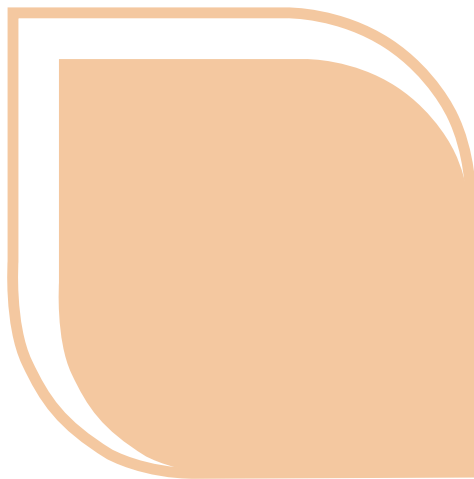


# 2024 CSR Report



# Summary

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## About

**Technature is a cosmetics subcontractor, creator of powder skincare products and tailor-made cosmetics.**

- **Constant innovation** within a dedicated department: **the ID LAB**
- **Leader on the powder masks market.**
- **100% of products made in France.**
- **Comprehensive support:** training, regulations, manufacturing, packaging.



"As of 2023, Technature has become a société à mission (a company with specific sustainability goals) and is strongly committed to the Corporate Social Responsibility (CSR). This policy is reflected in nine major commitments, fully in line with the United Nations' Sustainable Development Goals (SDGs). The WOW Impact approach is the embodiment of our sustainable vision. It was hailed by the prestigious Ecovadis and B Corp certifications in 2024, rewarding our efforts to have a positive impact on society and the environment."

Pierre Morvan – CEO

### Key figures:

**25+ years'**  
**experience**

**R&D = 13%**  
**of total**  
**workforce**

**Customers in**  
**50 countries**

**2 production**  
**sites**  
**1 logistics**  
**center**

"Technature's ambition is to design, manufacture and package innovative products to enhance the image of the national and international brands it operates for. This means that we create new products as well as new trends, while providing our customers with comprehensive support: from the idea to the finished, packaged product."

Pierre Morvan – CEO

## Corporate values



**Conviviality:** Human values are essential to us. We promote cohesion, team spirit and understanding between the different departments through cross-disciplinary projects. New projects are carried out with a rigorous yet cheerful approach.



**Dynamism:** With a global presence in more than 50 countries, annual participations in numerous international trade shows and 2 to 3 innovations a year, Technature is a company in perpetual motion and development.



**Innovation:** Innovation is part of Technature's DNA thanks to our teams' constant deciphering of trends, strong creativity and in-depth knowledge of regulations and raw materials.

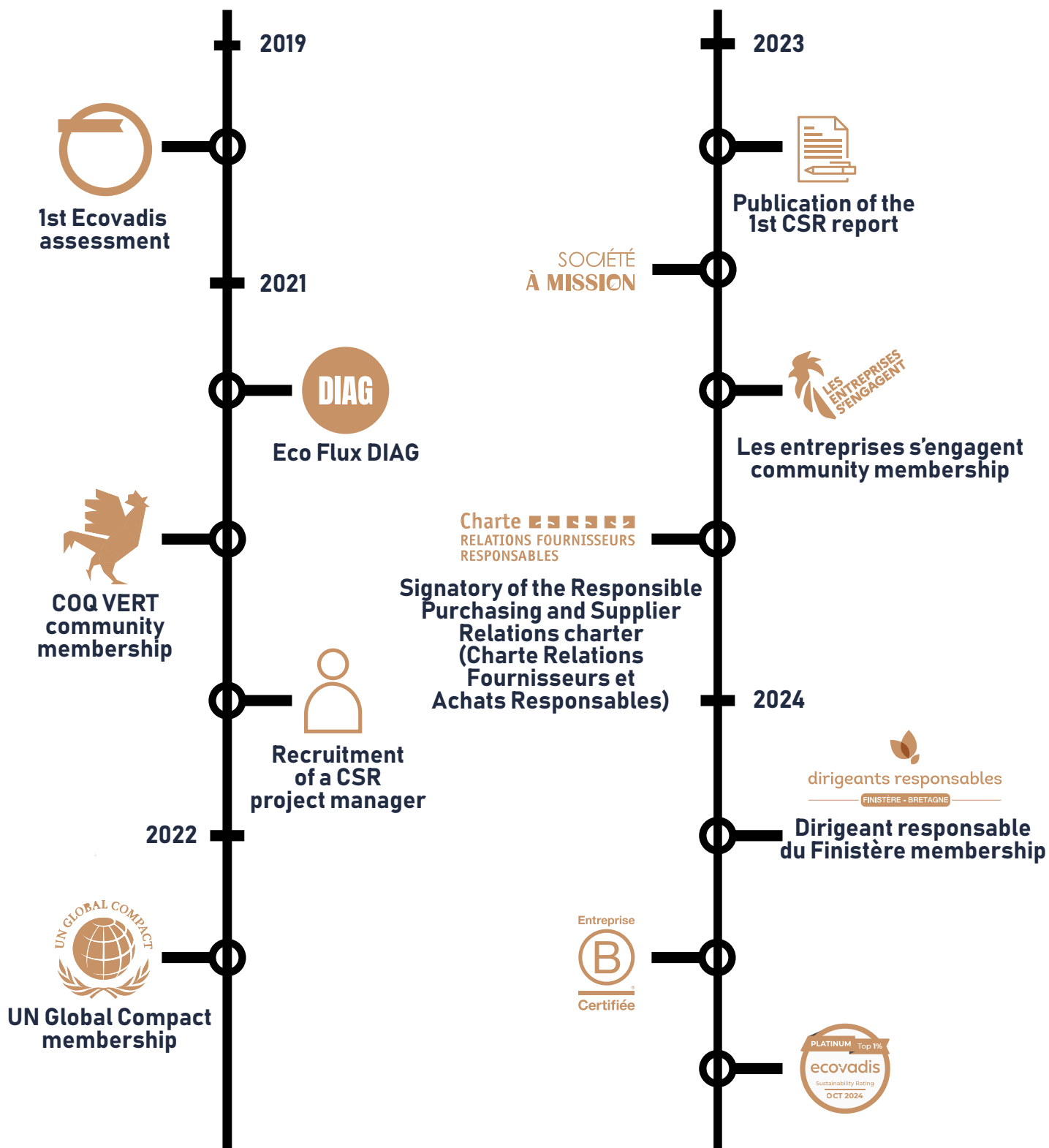


**Expertise:** Through our experience, our know-how and the complementary profiles of our staff, we have become a benchmark in the field of cosmetic skincare.



**Sustainability:** Our teams are committed to meeting challenges large and small, and constantly push back the boundaries of innovation. This dedication is matched by our willingness to share our know-how, thereby ensuring that our expertise and values are perpetuated and evolve over the generations. Together, let's shape the future of cosmetics!

# TECHNATURE's CSR history



#### CSR assessment: Ecovadis

As of 2019, Technature has been assessed by the independent organization Ecovadis, a globally recognized certification. In 2024, the company achieved a score of 84/100 and was awarded the organization's Platinum Medal, which reflects Technature's earnest commitment to the CSR.

#### Product certifications:

##### Ecocert/COSMOS, Vegan, Halal & Natrue

As part of its drive to meet the needs and commitments of its customers, Technature has decided to obtain **Ecocert**, **VEGAN**, **Natrue** and **Halal** certification for its production sites.

These four certifications enable the company to offer services guaranteeing the conformity of natural and specific products.



#### Cosmetic Good Manufacturing Practices: ISO 22716

ISO 22716 is a cosmetic Good Manufacturing Practice (GMP) standard which European regulations are based on. **Technature** has been **ISO 22716** certified since 2013, and has chosen to undergo ISO 22716 auditing to guarantee that brands comply with these regulations.

## Communities

### Responsible Purchasing and Supplier Relations charter (Charte Relations Fournisseurs et Achats Responsables)

Since 2023, Technature has been a signatory of the Responsible Purchasing and Supplier Relations charter, created in 2010 and directed by the Médiateur des Entreprises (French organization assisting companies who are facing difficulties with commercial partners) and the CNA (Conseil National des Achats, French National Purchasing Council). Our Responsible Purchasing policy is based on the 10 commitments of this charter.

### French Fab, COQ VERT, Les entreprises s'engagent

As a company that shares the same values and ambitions as the French Fab community, Technature chose to join in July 2022 as part of its commitment to develop french industry. The company is also part of the COQ VERT network, a group of companies committed to the green and energy transition and driven by the need to act on it. Technature has also joined Les entreprises s'engagent, a coalition rooting for an inclusive society and a sustainable world.

### Dirigeants responsables du Finistère

In 2024, Technature joined the Dirigeants responsables du Finistère community, which brings together some fifty companies sharing a common value: responsible development. The implementation of working groups provides an opportunity to exchange good practices, draw inspiration and support each other on common sustainable development issues.

### Société à mission

## SOCIÉTÉ À MISSION

The société à mission status (mission-driven company) is a business model that implements social and environmental goals alongside its economic targets. Companies adopting this status undertake to pursue specific social or environmental goals in addition to their usual commercial missions.

Technature's transition to a société à mission status in 2023 reflects the company's strong commitment to sustainability and social responsibility, further demonstrating its commitment to society and the environment by placing these objectives at the core of its business activities.

Technature's raison d'être as a cosmetics manufacturer is to promote visibility for French and international brands.

Technature also intends to generate positive and significant environmental and social impacts through the following actions:

- Innovating in the cosmetics industry while preserving natural resources
- Training the future pioneers of our industry
- Developing cutting-edge products that provide well-being to users
- Reducing water and electricity consumption during the production process
- Sharing expertise to instill positive change on our planet and for its denizen

# Sustainable Development at Technature

For many years, sustainable development has been at the core of Technature's activities.

In 2023, Technature has decided to gather all its sustainable commitments, initiatives, actions and objectives into a single project: **the WOW Impact program**.

This approach is based on 9 social and environmental commitments:



The timetable for achieving these goals is based on the Agenda 2030. After developing an action plan, we were able to draw up our relevance matrix to assess the priority of each action. The progress of our actions and goals can be found in all our communications.



“

**“WOW Impact:” Technature's CSR Commitment redefined**

Since its creation, Technature has integrated economic, social, environmental, digital responsibility and small, daily actions into its corporate DNA. Today we are launching “WOW Impact”, our new CSR ambition which further affirms these values.

Beyond an initiative, the WOW Impact is an affirmation of who we are and our vision for the future. It represents our commitment to take into account the interconnectedness of all these elements in our daily activity.

By formalizing our commitment to the WOW Impact, we position ourselves as a company that recognizes its essential role in building a sustainable future. We value a fair economy, social well-being, environmental preservation, digital responsibility, and we firmly believe in the impact of small, daily actions.

In a nutshell, the WOW Impact reflects Technature's commitment to a better future. It embodies our determination to have a positive impact on the world, and marks a new stage in our journey as a committed company.

**Pierre Morvan**

”

## The WOW Impact committee

As we are convinced that the CSR is not a one-person operation, we have created the WOW Impact committee, which represents all the company's stakeholders.

We redesigned the committee's missions after obtaining the B Corp label and the Platinum medal from Ecovadis. In addition to guaranteeing the respect and development of the company's CSR approach, it now plays a more active role: providing feedback from the field, explaining the approach to the teams, and managing certain projects linked to WOW Impact actions. This change is designed to increase employee participation and make the committee more dedicated to the implementation of the approach.

Following the company's transition to a société à mission status, the WOW Impact committee also acquires the comité à mission status. This feature puts the WOW Impact committee in charge of carrying out the mission and presenting an annual management report to the meeting responsible for approving the company's accounts.



## WOW Impact organization chart



# WOW IMPACT : Economy

Following on from its commitment as a société à mission, Technature has carried out several major economic actions during the 2023-2024 fiscal year. These actions are designed to strengthen the company's resilience and support its path towards a sustainable growth.

1.  
Upscaling teams  
to prepare for  
growth:

The fiscal year was marked by a targeted reinforcement of the workforce in the support services as well as in the production and laboratory teams, including the IDLab. This proactive approach was undertaken in order to meet the expected increase in activity without putting any strain on the existing teams. The goal is to ensure that new employees are fully trained before the increase in workload, thus avoiding operational hiccups.

2.  
Increasing sales,  
with an emphasis  
on international  
markets:

The share of sales generated abroad has increased from 50% to 55% over the fiscal year thanks to a multicultural team gradually built up over the years and which is now demonstrating its efficiency in supporting our international development. Technature has adopted a strategy of spreading its sales over different geographic zones in order to limit its exposure to local risks.

3.  
Progressing  
towards  
international  
collaborations  
and prospects:

Driven by a genuine desire to share knowledge and skills, Technature has completed several collaborations in France and Europe. The company is simultaneously considering partnerships outside of Europe, for instance with a selection of Thai universities and spin-offs. This initiative is still in its early stages, as the company has not yet identified all the subtleties of these new types of international partnerships.

4.  
Eco-design and  
responsible  
innovation:

The company is actively working on developing more eco-designed products. While our will is strong, challenges remain: availability and cost of responsible raw materials, technical restrictions, and market awareness. Our work is part of a long-term approach to the emergence of new, more sustainable trends.

5.  
Resilience as a  
common thread:

All these actions – team-building, international development, eco-design, collaborations – are designed as levers of resilience. Resilience is no abstract concept at Technature: it is built operationally to prepare the company for growth in an uncertain environment.

# WOW IMPACT : Social

[Find out more about our Social policy in our code of conduct.](#)

Technature's figures:

- Over 10 languages spoken
- Gender equality Index: 99%
- Employment of people with disabilities: 5.42%
- Professional equality/age
  - Under 25: 11.96%
  - Between 25 and 50: 65.22%
  - Over 50: 22.83%

## Generating employment:

Technature's production capacity has grown steadily over the years, and the company operates two existing industrial sites, an operational logistics platform, and is working on the creation of a third site. This significant expansion is making a substantial contribution to job creation in Finistère.

In addition, seasonal variations in the production rate require a considerable amount of temporary manpower. Therefore we call on the services of a large number of temporary workers all year round, whose commitment we often hope to follow up with an open-ended contract.

## Ethics

[Find out more about our ethical charter in our code of conduct.](#)

We pledge to protect our employees against all forms of discrimination. Our only important hiring criteria are competence and interpersonal skills, to ensure an experienced, close-knit team.

We promote equal opportunities for all employees, the integration of disabled people into our workforce or through subcontracting, and cultural diversity.

Respect for human and labor rights, anti-corruption policy, competition policy, handling of personal data and prohibition of money laundering or related activities are the main aspects of our ethics charter. As a French company, many ethical aspects are naturally carried out in compliance with current French laws.

## Campus de l'inclusion

This year, Technature is part of the 2024/2025 class of the Campus de l'inclusion. The Campus de l'inclusion is an inclusive program designed to train companies in their approach to inclusion. Four topics are addressed: Buy, Recruit, Share and Innovate toward inclusion. On the agenda: Six months to take action, four meetings to discuss and work on the subject, and one individual action plan delivered at the end of the meeting.

## Workplace wellness

In June 2021, a survey on the quality of life at work was carried out within the company. The questionnaire achieved a 70% response rate. Overall, the results of this survey were extremely positive.



79% of people find their working environment good or very good



76% of our employees give a 4 or 5 star-rating to the atmosphere and workplace wellness



85% of our employees feel fulfilled and useful in their jobs



52% feel listened to and involved in improving working conditions



65% feel they have a good managerial relationship

## Corporate life

Numerous events are organized within the company to improve the quality of life at work, create a spirit of cohesion and raise awareness on the WOW Impact approach.

In 2024, we organized the WOW Challenge, an internal innovation competition. The goal was to bring employees together to work on innovative ideas to help the company grow. This challenge was a great bonding experience as four winners were picked among the forty-two participants and the eleven ideas presented.



### CSE (Business and Social Council)

One member of the CSE is also a member of the WOW Impact committee. As such, we ensure a link between staff representatives and the committee in charge of promoting the company's sustainable approach and organizing joint cohesion events.

The CSE plays a very important part in the company's activities. Its members and the Chairman work together to improve employees' daily lives and create cohesion within the company. The CSE undertakes numerous events throughout the year:

- Holiday Christmas tree and presents for employees' children
- Gift cards at the end of the year
- Distribution of skin care products to all company employees
- Vacation vouchers
- Free access to the Tout Apprendre platform
- Drawing lots for Mother's Day, Father's Day or 2nd Parent's Day, Valentine's Day, Easter, etc.
- Participation in inter-company events: relay races, etc.
- Offers and discounts: food, perfumes, events, entertainment.

# CSE



### Parenthood in the workplace

We had the opportunity to support the creation of the Vanille-Fraise inter-company daycare. The latter is located between the 2 sites and opened to the public in January 2023. Parents are able to book daycare spots, making it easier for them to return to work. Two children already benefit from this type of childcare.

Upon the employee's request, a part-time return to work can also be arranged after parental leave.



### Business and Youth

We believe it's essential to work and communicate with the next generation as to help them explore the full range of professions within an industry.

We take part in a wide range of events such as meetings between companies and secondary education schools: company visits, school presentations, facilitation of personalized internships for 9th grades and high school students, collaborative projects between a class and the company, etc.

We are open to opportunities coming from local schools to develop projects or involve the company in their classes or events.

We participate in the training of future workers by taking on a large number of interns, apprentices and work-study interns, and by participating in numerous events in collaboration with teaching establishments.

Every year, we welcome many students as interns or work-study interns in the company's various departments.

Indicators	2022	2023	2024
No. of interns	74	47	70
Length of internship - 7d	31	12	26
Length of internship - 8-29d	18	10	22
Length of internship - 30-59d	12	16	12
Length of internship - 60-89d	5	5	2
Length of internship - 90+d	8	4	8
Total number of internship days	2334	1822	2155
No. of work-study interns	6	5	9

## Actions with schools

We organize numerous company visits for students. Our employees also take part in exams as jury members.

For the past 7 years, Technature has been organizing a company visit for the 9th grade "Prépa-métier" class at the Anne-Marie Javouhey middle school in Brest. This visit introduces students to the different professions within an industry, and demonstrates that it's possible to switch jobs within a lifetime, or within the same company.



### Jeunesse et Entreprise Finistère association (Youth and Enterprise in Finistère)

The Jeunesse et Entreprise Finistère association, which is recognized as a public utility, works to establish active, tangible links between the worlds of business and education. Its goal is to promote and help young people embark on their professional life, and give them a taste for entrepreneurship.

For over 10 years, we have been donating part of our apprenticeship tax to this association, and have been taking part in events such as the "Report'AJE".

During this event, the AJE (Jeunesse et Entreprise Finistère association) introduces 8th and 9th grade students to a company through meetings with its management team and employees, in order to put together a report presenting the company's history, identity, operations, professions and so on. As part of the school's educational project, Report'AJE introduces middle-school students to the way a company operates, while enhancing their written and oral expression skills.



## Action Logement

We are members of the Action Logement plan through the PEEC (Participation des Employeurs à l'Effort de Construction: Employers' contribution to the construction effort).

Our employees have priority access to the Action Logement network to benefit from various forms of assistance.

Action Logement promotes employment by providing help to employees with housing and personal difficulties that may arise in the course of their personal lives.

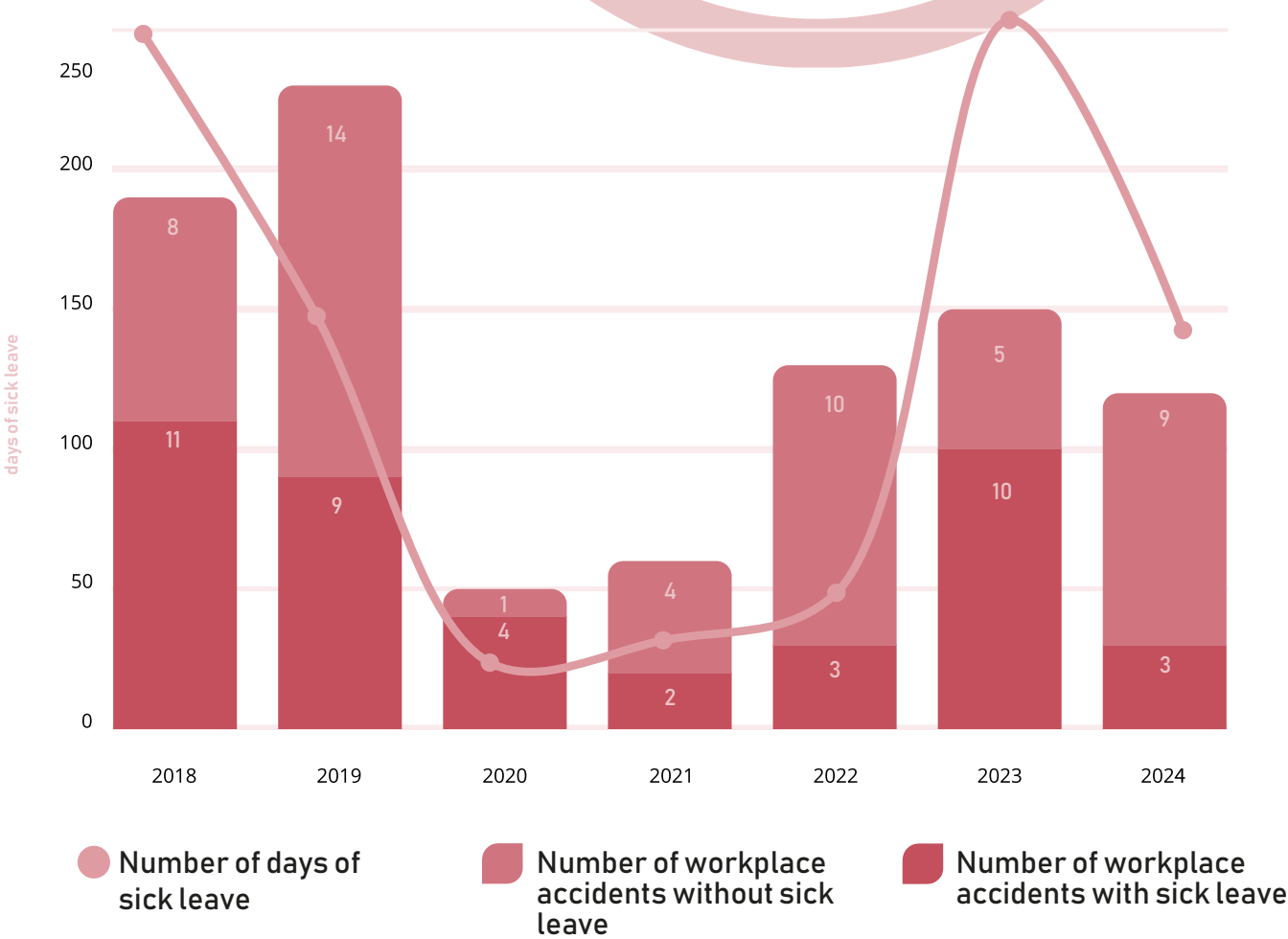
- Security deposit advance
- Warranty
- Financial assistance for work-study interns tenants
- Financial assistance for renovations or purchases
- New social rentals near the company

Health and safety in the workplace

We are pleased to note a significant reduction in the number of work-related accidents within our company, which is the fruit of a joint effort and the implementation of several concrete measures. Among these are new awareness-raising initiatives carried out directly at the workstation. These measures, carried out in close collaboration between the quality assurance team and the health, safety and environment technician, have helped anchor the right reflexes closer to the realities of the field, thereby reinforcing the prevention culture on a daily basis.



Number of workplace accidents:





# WOW IMPACT : Environment

The environmental goals enshrined in the company's mission are to produce while reducing water and electricity consumption. The company thus carries out a full carbon balance (3 scopes) to determine its GHG emissions and identify ways to reduce emissions and achieve carbon neutrality by 2050, in line with the Paris Agreements.

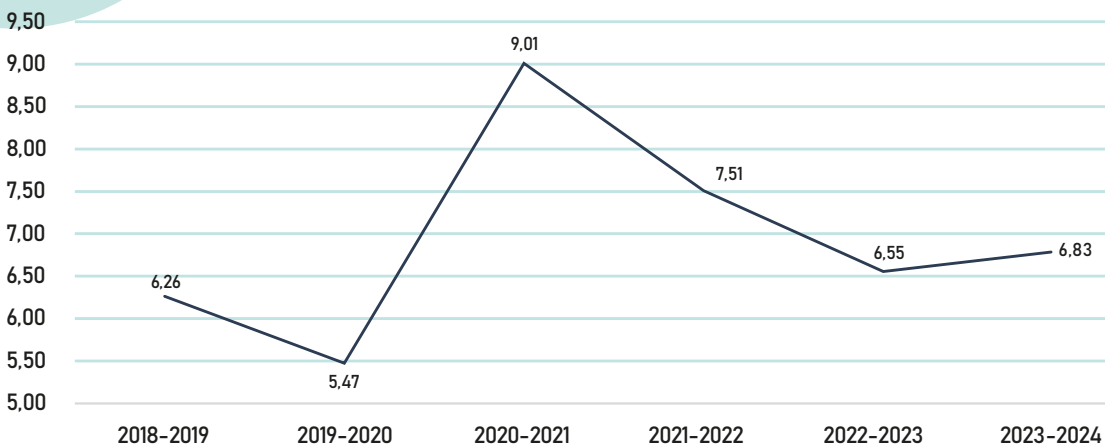
[Find out more about our Environment policy in our code of conduct.](#)

## Preservation of water resources

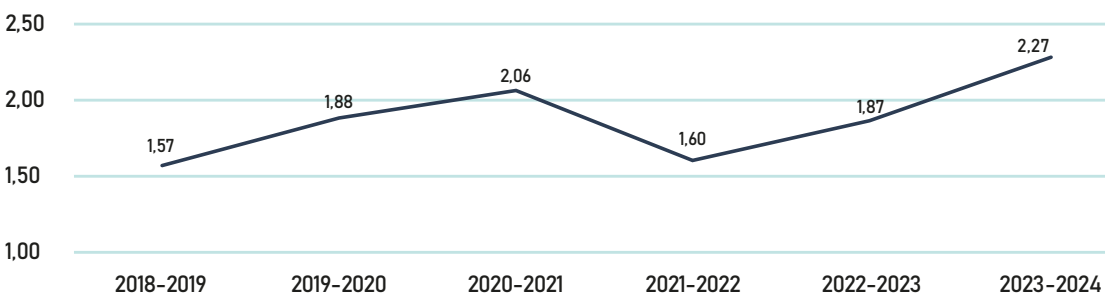
Our company is aware of the importance of preserving water resources and has set up a program to reduce, recover and recycle water consumption. As part of this process, we haven undertaken a complete water balance of the company in order to identify possible areas of improvement. We are also aware that our water consumption is closely linked to our production processes, and have therefore developed work instructions for the cleaning and disinfection of each production tool. This process allows us to control our water consumption and avoid excessive use of this precious resource.

Furthermore, we are exploring new water-saving approaches such as UV C disinfection, which could replace certain phases of chemical and physical disinfection, thus considerably reducing our water consumption. Despite these efforts, our company recorded a significant increase in water consumption over the year, up 15.25% on the previous period. Part of this increase is due to the 3% rise in our production of white cosmetics, which require large quantities of water for their manufacture and cleaning.

**Le Relecq-Kerhuon site:**  
**Water consumption (m3) per tonnage of bulk product manufactured**



**Dirinon site:**  
**Water consumption (m3) per tonnage of bulk product manufactured**



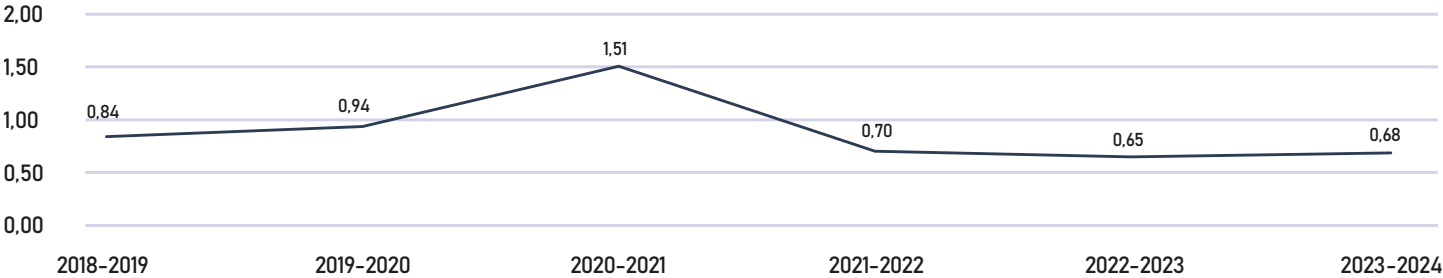
### Electricity consumption

As part of our Environmental policy, we are committed to a target of 100% renewable energy consumption by 2030, along with a reduction in our electricity consumption.

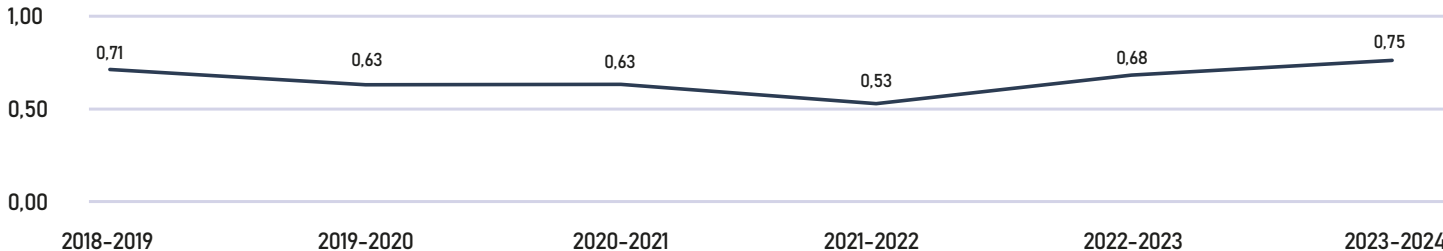
We note an overall 8.24% reduction in our electricity consumption in the 2023-2024 fiscal year compared with 2018 (our baseline year). Electricity consumption at both sites remained stable compared with last year. In fact, the electricity consumption of the new ventilation system installed at Dirinon (which provides greater working comfort for our employees) has been offset by a significant reduction in consumption at the Le Relecq-Kerhuon site, following the optimization of some of our production processes.

To meet our 2030 target of 100% renewable energy consumption, we are currently studying the installation of photovoltaic and thermo-solar panels on all our production sites.

**Le Relecq-Kerhuon site:**  
**Energy consumption (in MWh) per tonnage of bulk product manufactured**



**Dirinon site:**  
**Energy consumption (in MWh) per tonnage of bulk product manufactured**

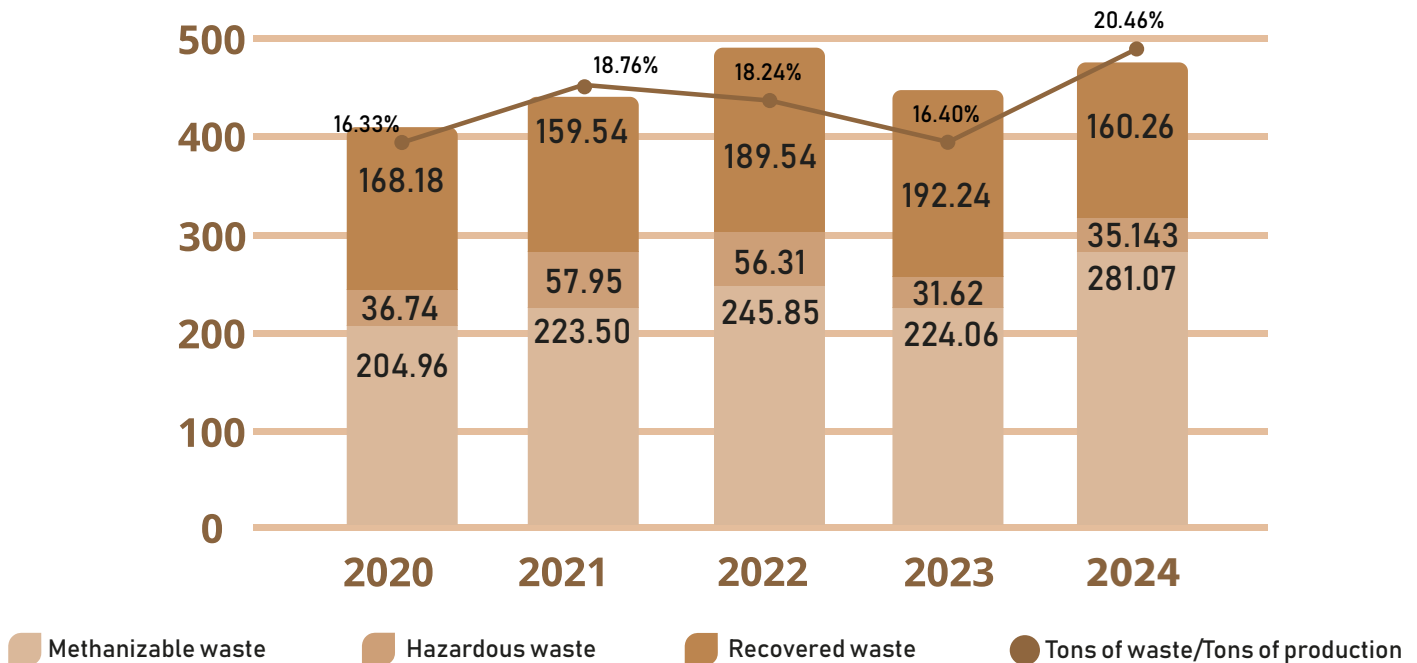


## Waste management

Reducing and recycling our waste is part of our commitment. Our target for 2030 is to reduce our waste volume by 17% and recover 90% of our remaining waste.

Our company experienced a significant increase in waste last year, with an uplift of 57 tons. This increase is mainly due to the tidying and sorting effort carried out on our logistics platform. This effort has led to the destruction of many unused references, unfortunately few of which have found a second life. In addition, some raw material (RM) tank scraps had to be discarded as they were unusable, leading to an increase in the hazardous waste indicator. As a result, our waste recovery rate fell from 86% to 57%, partly due to the fact that many products could not be recovered this year. The ratio of waste to manufactured tonnage also increased, from 16.4% to 20.46%. We are aware of these results and have decided to dedicate 2025 to working on reducing and managing our production waste, which should enable us to reduce some of the waste generated. Depending on the proportion of scrap in our waste, we will set up a program to optimize purchasing in order to avoid as much end-of-production waste as possible, and thus improve our waste management performance.

### Waste management (in tons)



Thanks to our collaboration with suppliers, we are implementing new ways of recycling our waste this year. Our waste recovery partnerships are:

- Paper: Terre en Espoir association
- Glassine: transformation into cellulose wadding insulation with SOPREMA
- Hard plastic: more precise sorting of our plastic waste to enable the recovery of hard plastics
- Lids, caps and closures for packaging items: recovery with the 1 bouchon, 1 sourire association
- Methanation of our hydrogel production waste and plant-based raw materials
- Toners: collected and recycled by CONIBI
- Alginate and Peel-off raw materials: alginate and peel-off that cannot be used (too short an expiration date, etc.) are recovered as raw materials for art schools.
- PVC mandrel for complex films: return to supplier for re-use

Focus: Terre en Espoir association

We have set up a partnership with the Terre en Espoir association to take back our paper waste. The purpose of this association is to help people who are unemployed or facing difficulties to reintegrate the workforce by recovering, sorting and recycling paper. The sorted paper is then resold to Véolia, and the money collected is redistributed as funds for local charities.



Focus: Transforming glassine into insulation

We have set up a partnership with SOPREMA to take back our glassine waste. Glassine is the backing for label rolls. As this material is made up of different composite materials, we couldn't recycle or recover it. It was therefore disposed of in our CIW. Following the partnership with SOPREMA, this material will be recovered and transformed into cellulose wadding insulation in the Bordeaux region. 1 ton of glassine can insulate 2 houses of 80m2.

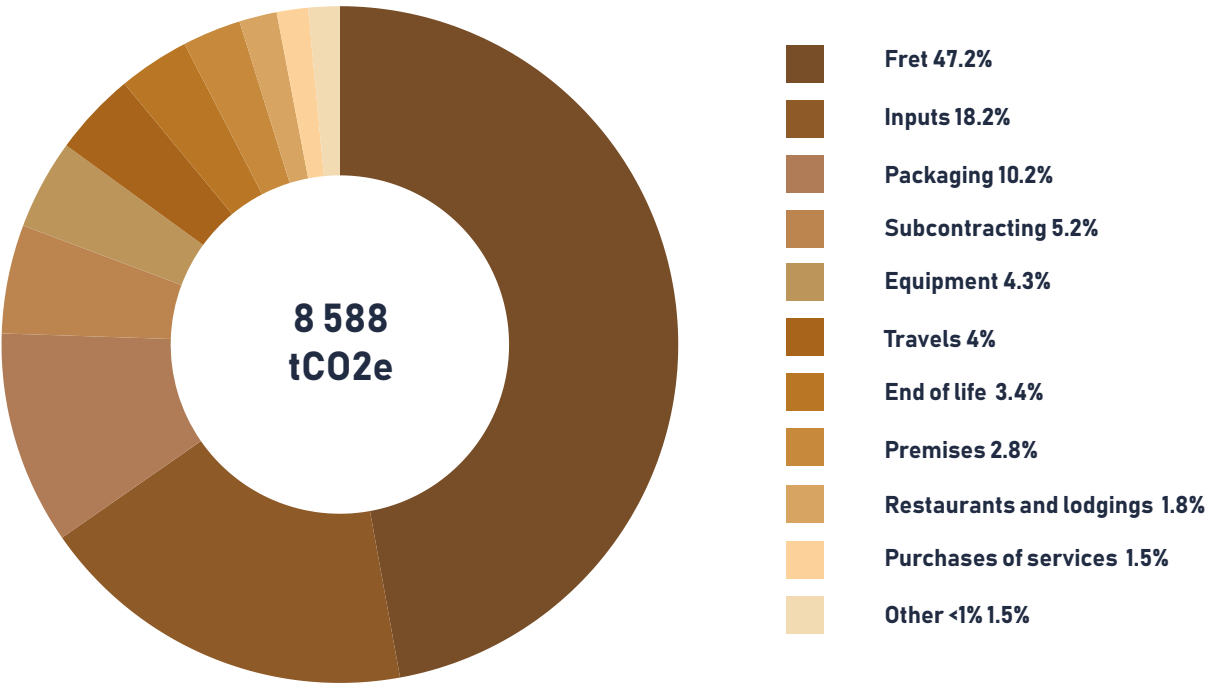
Carbon balance

In 2024, we reached a key milestone in our low-carbon approach by carrying out a carbon balance with BPI France's Diag' Décarbonaction, based on ADEME's Bilan Carbone methodology and the sector guide for the cosmetics industry. The result shows a carbon footprint of 8,588 tCO<sub>2</sub>e over the 2023-2024 fiscal year, with an uncertainty of 11% and an economic intensity of 392 kgCO<sub>2</sub>e per k€ of sales.

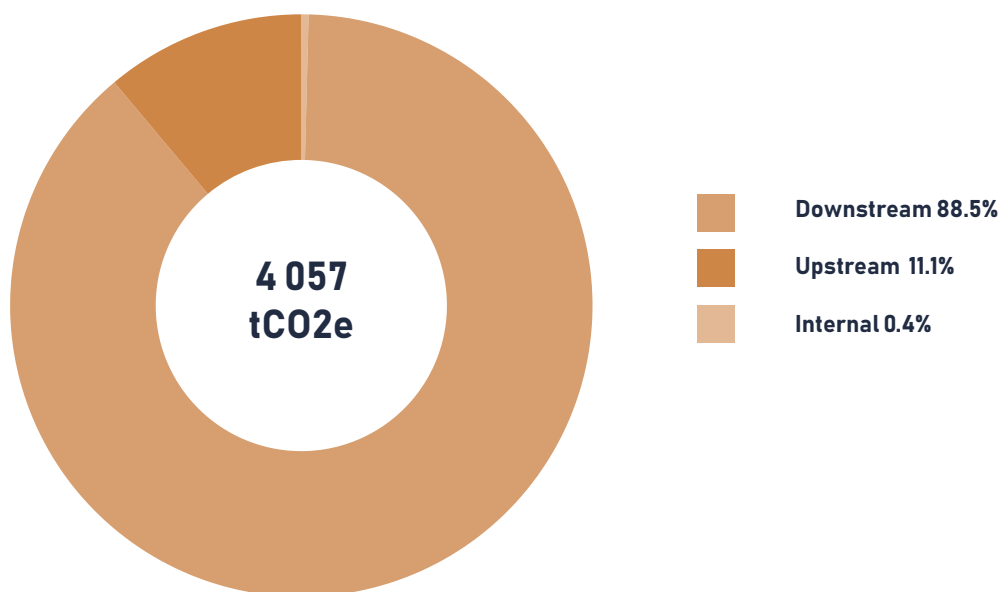
As an initial assessment, this report gives us a valuable insight into our levers for action. Our three main areas of emissions (freight, inputs and packaging) will be at the core of our transition plan. One remaining challenge is to refine our measurement of product use, which was not included this year due to a lack of sufficient data. We are actively working to fill this gap, and will include it in our next review in three years' time. This first diagnostic thereby marks the starting point of a continuous improvement approach to sustainably reduce our impact.

8 588t CO<sub>2</sub>e over 2023-2024 fiscal year (uncertainty: 11%)

Economic intensity:  
**392**  
kgCO<sub>2</sub>e / k€ of sales.

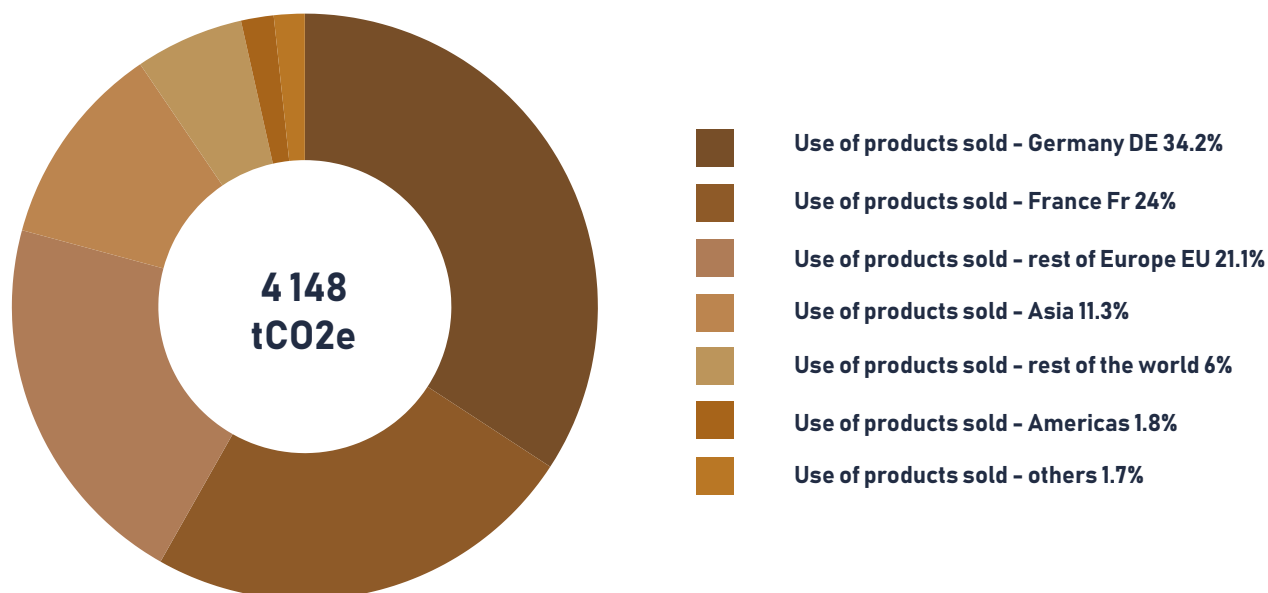


## FREIGHT



## Product use

We have excluded the use of products from our carbon balance presented above, as this item is currently based on unreliable data. Nonetheless, we would like to explain the theoretical breakdown of this item according to our sales breakdown. We have implemented corrective actions in order to assess this item as accurately as possible in our next carbon balance. To date, this item could represent 4,148 tCO<sub>2</sub>e



## Decarbonization of finished products deliveries

In collaboration with LAHAYE Global Logistics, we offer combined road-rail transport to some of our customers wishing to be delivered in the Lyon region. This delivery method reduces the cost of road freight from 2.54 tCO<sub>2</sub>e to 0.95 tCO<sub>2</sub>e per journey: in 2024, we saved 3.11 tons of CO<sub>2</sub>e.

We want to develop this mode of transport to other destinations such as Marseille, Lille or Paris.



# WOW IMPACT : Responsible Purchasing

Our Responsible Purchasing policy is based on the 10 principles of the Responsible Purchasing and Supplier Relations charter, to which we have been a signatory since 2023.

[Find out more about our Responsible Purchasing policy in our code of conduct.](#)

## Industrial machine park

Many of the machines in our industrial park are second-hand. Our approach is to acquire equipment from other companies and adapt it to our specific needs. This approach encourages re-use while allowing us to customize machines to our specific requirements.

We work in close collaboration with the Alliance Industrielle organization, which offers an inter-company purchasing service for machines and spare parts. This enables us to recover components from machines whose after-sales support or spare parts service is no longer assured. This way, we can repair them and avoid the need for complete machine replacement, thus promoting a more sustainable, collaborative and cost-effective approach.



## Conflict minerals

Of the four conflict minerals (tantalum, tungsten, tin and gold), we only use gold.

In order to continue marketing the Gold product range while respecting the objectives and principles of sustainable development, we ensure that we work exclusively with suppliers who can prove the traceability of this raw material and certify that the gold does not come from conflict zones. The gold used in our products comes from a French supplier sourced from the Banque de France.



## Raw materials derived from palm oil

As we do not use pure palm oil in our products, but only certain raw materials derived from palm oil, we have decided to source as many RSPO-certified (Roundtable on Sustainable Palm Oil) raw materials as possible.

In 2022, we set ourselves a 2025 target of purchasing 100% raw materials derived from RSPO-certified palm oil. This objective is now becoming an obligation with the implementation of the European regulation against imported deforestation. By 2025, all our raw materials derived from palm oil will be RSPO certified.



## Suppliers relations

As part of its WOW Impact commitment, Technature is committed to exercising greater vigilance in its purchasing and sourcing. This vigilance entails implementing a code of conduct for suppliers and supporting them in adopting a CSR approach. Our goal is not to punish suppliers without a CSR approach, but to help them adopt more responsible practices. We aim to establish a constructive and transparent relationship with our suppliers, both commercially and in our CSR approach.

## WOW IMPACT : Digital responsibility

### Corporate Digital Responsibility

After over 6 years of service, we have replaced our Common server. This replacement made it possible to reorganize all the company's common files and to sort out the files of each department. After data migration, we saved 40% of storage gigabyte, i.e. a reduction in the digital footprint equivalent to 140 gCO2e.

The impact of the new server has also been reduced, thanks to the purchase of a reconditioned server from Evernex. Evernex offers fully reconditioned computer equipment and maintenance services that enable hardware to be repaired using reconditioned equipment rather than replacement.

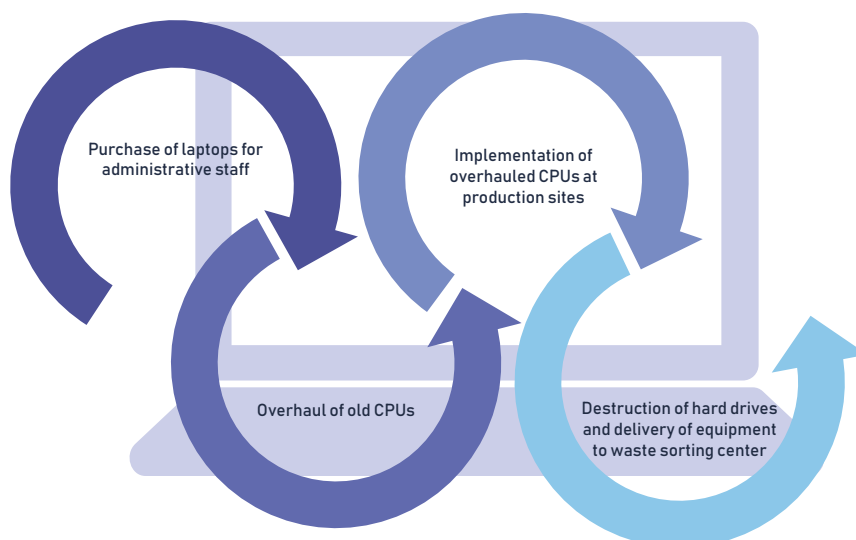
### Computer equipment

All the company's IT equipment is purchased. The company aims to extend the equipment's lifespan as much as possible.

Overall, equipment has a lifespan of 5 to 7 years. As the equipment becomes obsolete for some people, it will be overhauled by the IT department to modify components if necessary, then redistributed to another department with less advanced needs, eventually ending up as a prompter screen for the studio.

Once the equipment is too obsolete, the hard drives are destroyed and the material is sent to OGO, which retrieves all our computer equipment for reconditioning and resale to associations or people in need.

An improvement initiative has been implemented to recycle or re-use equipment. The idea of donating a computer to an association has been abandoned, as associations want a computer with an intact internal hard drive (for IT security reasons, we prefer to destroy the hard drive). Moreover, the associations don't take back our equipment, which is generally over 5 years old and deemed too obsolete or under-performing. We are currently studying the option of recycling. Our goal is to use a recycling channel that recovers the equipment.



## WOW IMPACT: Small, daily actions

- Switch to single-sheet dispensers for washrooms
- Limit use of cups for water fountains: use of glasses or water bottles in-house, cups for visitors
- Purchase of eco-labelled supplies
- Meal vouchers with 56% employer contribution
- Profit-sharing bonus
- Choice of an advantageous, responsible healthcare contract (Génération)
- Work organization: every other Friday is free for production staff
- Implementation of a life insurance policy covering the risks of incapacity, disability and death, with access to a school fees insurance.

### Steeple : the in-house social network

Technature uses the Steeple internal social network to facilitate communication within the company and exchange opinions on a wide range of topics. Employees can interact via a number of touchscreens in various access points or break rooms, and via the mobile application.

### Teleworking

In June 2022, the company introduced its Teleworking Charter. This indicates that, subject to a number of conditions, staff will be able to telework for 2 days a week. This rhythm was chosen to allow staff to continue teleworking after the compulsory introduction of teleworking during the COVID crisis, while at the same time re-establishing social ties between employees within the company. This charter has been validated by the members of the CSE.

### Flu vaccination campaign

Every year, the company offers a flu vaccination campaign for all employees. The campaign takes place in the first half of December and is carried out by a nurse at both sites.

### Keeping seniors in employment

At the employee's request, the company grants a switch to 80% working time after the age of 55, with pension contributions maintained on a full-time basis. Currently, 3 employees benefit from this support.

### Freedom of time off

Technature has chosen not to have an official closing so that employees can choose when to take their own vacations. The company offers a day off for the end-of-year holidays and organizes 2 bridging days a year.

### Public transport bonus

Management grants an annual transport bonus of €200 to all employees. This bonus includes incentives for sustainable/soft mobility (electric bikes, carpooling, etc.).

### Cooptation

The company also offers positions open to cooptation. This scheme enables employees to put forward candidates who are professionally and individually compatible with the company's culture, and to receive a bonus of €200 gross after the candidate has been with the company for 6 months (temporary or permanent contract).

Positions open to cooptation are posted on the notice boards.



## TESTIMONIALS:

“

Technature supported the O'Mineral brand through the development of a range of cataplasms enabling certain spas to save up to 170 tons of used plastic.

”



“

### **ECO CONCEPTION OF A NATURAL WASHING POWDER WITH TECHNATURE.**

JKS, a coffee distribution company, contacted Technature's teams to incorporate coffee grounds from its activities into a cosmetic product for students housed by the Crous in Brest.

The goal was to design a natural product without water or plastic packaging to create a natural product that preserves our health and our environment.

To achieve this, Technature's teams were able to mobilize the regulatory, sales and logistics departments to create a 99.6% natural product.

**Sébastien KERGOAT**

”



Together, let's shape the future of cosmetics !



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