



CSR

Report - Year 2023

elixens
France

Message from Management

En mai 2022, ELIXENS publiait sa charte éthique et RSE afin de partager sa philosophie et ses valeurs avec sIn May 2022, ELIXENS published its ethical and CSR (Corporate Social Responsibility) charter to share its philosophy and values with its employees, clients, and stakeholders.

This initiative gave us the opportunity to reflect on our historical commitments and set objectives for the coming years. Formalizing our CSR charter was a significant first step. It prompted deep reflection on our purpose and the goals we wanted to pursue. To do so, we engaged in dialogue with our employees, clients, suppliers, and partners.

In 2023, we shared with you an initial progress update. Today, we present the results of an additional year of efforts to preserve our natural resources and strengthen our societal relationships.

For ELIXENS, 2023 will not be remembered for its economic performance, which was modest. However, it is in such circumstances that CSR truly proves its worth by showing that our company's mission is not solely measured by its economic performance. On the other hand, in 2023, Elixens improved its societal and environmental performance.

In a challenging economic environment, Elixens acted as a buffer:

- It maintained a protective social policy for its employees. Confident in the future, Elixens preserved and even expanded its workforce. It implemented several measures to support employees' purchasing power.
- It upheld a responsible sourcing policy, protecting its suppliers. Elixens honored its contractual commitments to its partner suppliers in terms of both volume and pricing.
- It agreed on specific and supportive action plans with its partner clients to best adapt to the economic climate.

Elixens continued its environmental policy by acting to reduce its direct and indirect impact. Significant progress was made, particularly in terms of the carbon footprint of the agricultural production of its main supply chains.

On this new path, we learn every day, facing challenges but also celebrating small successes that strengthen our motivation.

We act, like the hummingbird, by multiplying small daily actions that benefit the environment and/or society, at our level, and in collaboration with our stakeholders.

There is still much to be done, and we are committed to it.

Happy reading.



Carole ABDELLI,
President

Jean-Pascal ABDELLI,
Director

Elixens is first and foremost a French family story.

«We are passionate individuals who have built, over the years, an independent and sustainable company. A business that seeks to control the stages of its production chain, from the cultivation of aromatic and perfume plants to the delivery of its products to clients worldwide.

We produce and market cosmetic, aromatic, and fragrance ingredients for professionals. We have chosen to prioritize transparent supply chains, respecting both people and nature.

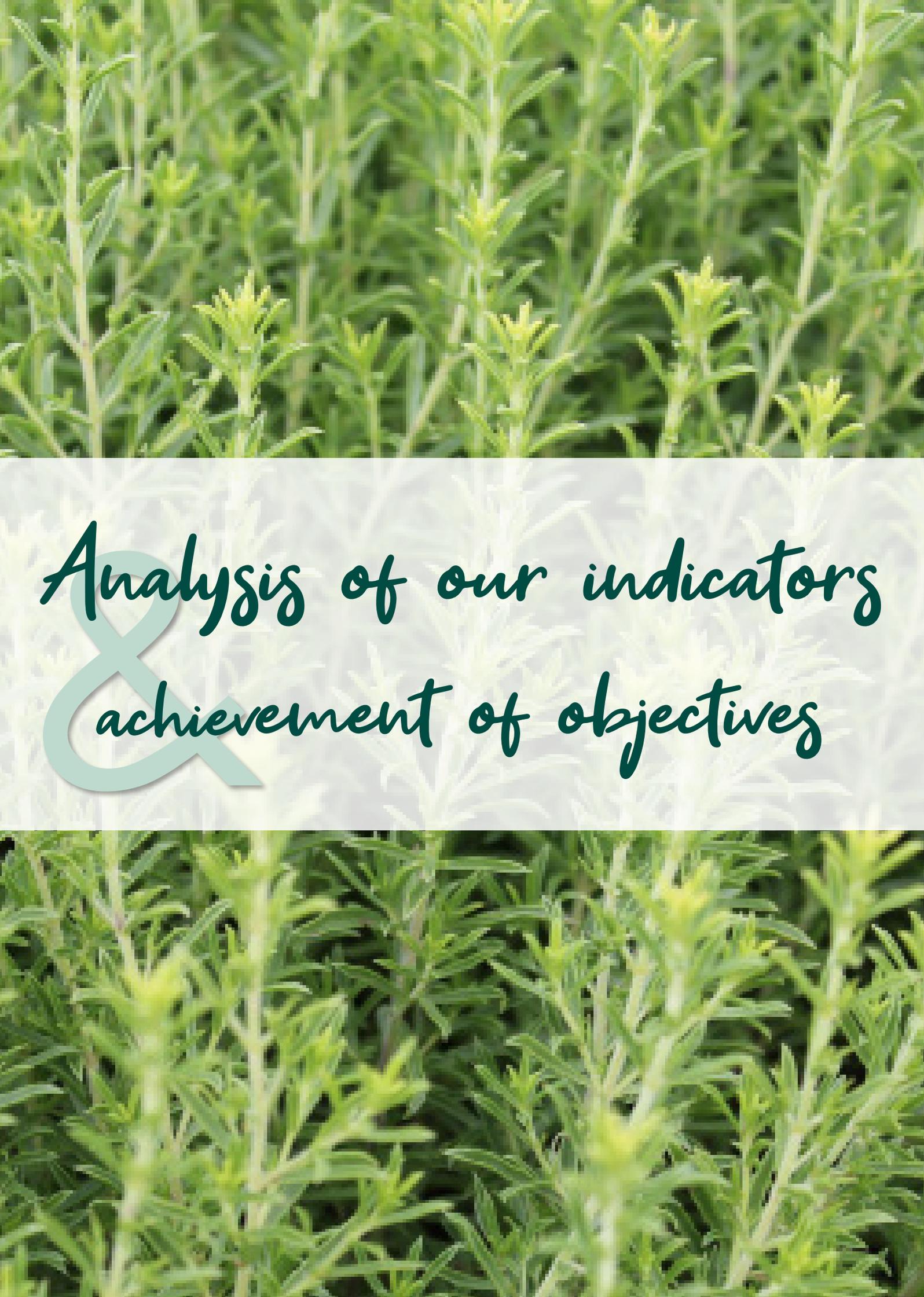
The heart of our activity is located in the Drôme region, with two sites, complemented by international teams and operations. As one of the leading producers of essential oils, hydrosols, and aromatic specialties, we have solid experience in organic products.

We offer our clients tailored support for their projects, a wide range of high-quality natural ingredients, and strong commitments to sustainable development.

So, « Let's share what nature inspires! »

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*Analysis of our indicators
& achievement of objectives*

Honesty and loyalty

• Fair Product Quality

No customer complaints regarding the status of our products: **Objective achieved.**

• Combating Corruption

No reports of corruption cases: **Objective achieved.**

• Respect for Competition

No antitrust complaints: **Objective achieved.**

• Customer Satisfaction

Indicator	2019	2020	2021	2022	2023	Objective
Service rate (%)	96,4%	98,4%	98,7%	98,8%	98,8%	>98%
Service quality (%)	98,3%	97%	98,4%	98%	98%	>98%

Serving our customers to the best of our ability is a priority. Our service rate and service quality are monitored monthly. In 2023, we met our targets for both indicators.

For 2024, we have decided to raise these targets to > 99%. (Decision made during the Quality Management Review on the Food Safety Management System (FSMS) on February 20, 2024).

In 2023, we maintained our portfolio of quality certifications: ISO 22000, Organic, COSMOS, Fair Trade. FIABLE, Authentic Provence, and passed a UEBT audit for one of our production lines.

Preserving the environment

• Sobriety

Because we believe that sobriety is essential for preserving natural resources and for the sustainable development of our society, we have identified four indicators related to this theme:

Indicator	2019	2020	2021	2022	2023	Objective
Electrical energy (Mw consumed)	245	148	160	174	148	
Electrical energy (W/€ sales)	28.3	14.2	15.6	16.3	16.8	
Energy propane gas (t consumed)	35	38	51	47	43	
Kg Propane consumed/€ sales	4.1	3.7	5.0	4.4	4.9	
H2O (m3 consumed)	695	354	778	1280	1106	2025 = -25%
l/€ sales	80.7	34.0	75.7	119.8	125.6	
Quantity of plastic packaging (t plastic)	ND	43.7	45	45.3	47	
(kg plastic/€ sales)	ND	4.2	4.4	4.2	5.3	

Electricity:

Our overall electricity consumption (provided through green electricity) has decreased by 15% compared to the previous year due to:

- A reduction in activity level.
- The positive effects of certain actions:
 - o The full-year impact of the relamping of our storage building and office areas.
 - o We have fully insulated our new distillation/extraction workshop.

Propane gas:

Our propane gas consumption has slightly decreased compared to the previous year. (Additional explanations can be found in the «Carbon Balance» section).

Water:

Water consumption at our Eurre site has decreased by 14%. The main explanation for this is a lower activity level in 2023.

Our water usage ratio per full-time equivalent employee remains stable at 50 m³/employee, which is significantly lower than the average usage ratios in other industries.

Several actions were initiated in 2023:

- At the beginning of 2023, two additional water meters were installed to monitor consumption more accurately by production workshop.
- For 2024, we have committed to modifying the water network in our distillation/extraction workshop by partially closing the cooling loops. This is the most significant water consumption area at our site.
- We remind that our agricultural distillery, equipped with an air adiabatic cooling unit, does not use water for its cooling.
- In 2024, we will attempt to approach the water consumption levels of the crops in our Dauphiné Provence line. The majority of the plants produced are grown without irrigation. For plants requiring irrigation, we will work with our producers on optimization projects (identifying irrigation needs, micro-sprinkler systems, etc.).

Packaging and Reducing Plastics:

Cardboard packaging consumption has decreased in 2023 in line with reduced activity. 50% of our purchased cartons come from a recycling stream.

Our plastic material consumption, primarily through our packaging, is one of our significant CO₂ equivalent emission factors. In 2023, our consumption of plastic packaging was 47 tons, showing a slight increase.

An investment in a washing system for our plastic packaging was made during 2023. Its positive impact for 2023 was only partial. Over the year, 30 containers of 1 m³ were reused (in compliance with microbiological and cross-contamination constraints), resulting in a carbon savings of 8 tons.

The full-year impact should be more than quadrupled in 2024.

Two additional projects are currently being tested with customers or suppliers. The goal of these projects is a significant optimization of packaging usage. However, changing practices is a lengthy process that has not yet concluded. We continue our efforts.



• Reducing our carbon footprint

In 2021, we conducted our first carbon footprint assessment, using 2020 as the reference year. We established goals for 2025 (in absolute values) to contribute to the global effort to reduce carbon emissions and limit the temperature increase to no more than 1.5°C by 2050.

In 2022, our methodology and carbon footprint were certified in line with the 1.5°C trajectory by the Science Based Targets Initiative (SBTI).

Alongside our absolute targets, we now recognize the importance of placing our environmental performance within a relative framework. Significant variations in activity levels and scopes directly impact our indicators. Furthermore, the 2020 reference year, marked by COVID lockdowns, is also a unique year regarding carbon emissions.

Until 2022, our emissions were recalculated annually for all SCOPE 1, 2, and 3 emissions, except for our inputs, for which emission factors are still unavailable in both French and international databases.

In 2023, we were able to leverage emission studies conducted for several of our production lines. Our close collaboration with our agricultural partners enabled us to produce initial life cycle assessment (LCA) versions for the plants we work with. This allowed us to refine our understanding of the inputs from our main sourcing lines.

For other areas, we applied an economic approach.

For the first time, we estimated our scope 3 inputs.

Indicator	2019	2020	2021	2022	2023	Objective
GHG production in t CO ₂ eq / year (Scope 1; 2 and 3 excluding inputs)	ND	893	838	957	902	
GHG production in tCO ₂ eq/€ sales	ND	85.8	81.5	89.5	102.4	
Scope 3 inputs in t CO ₂ eq.	ND	ND	ND	ND	2347	

Our absolute greenhouse gas emissions decreased by 6% between 2022 and 2023.

The breakdown of emissions by category is presented in the table below:

Emission item TCO ₂ eq / Year	2020	2021	2022	2023
SCOPE 1	71	106	129	135
Mission travel	12	20	52	47
Cold air conditioning	-	-	-	-
Fixed assets	59	86	77	88
SCOPE 2	140	186	173	155
Energy	140	186	173	155
SCOPE 3 excluding inputs	274	265	354	272
Travel	42	16	20	17
Future packaging	227	240	325	247
Direct waste	5	9	9	8

SCOPE 1 :

Elixens has equipped most of its employees with videoconferencing. This has reduced emissions from business travel.

In 2023, significant investments were made to modernize our dried plants workshop. This explains the increase in the impact of fixed assets on our 2023 carbon footprint.

SCOPE 2 :

Since the beginning of 2022, the electricity purchased by Elixens France has been 100% green, and therefore less carbon-intensive than the average French energy mix.

A systematic effort is made to limit air transport in our purchasing processes, and we also work to convince our clients to organize our relations to favor road or sea transport.

SCOPE 3 :

In 2023, employee commuting represented 17t CO₂eq, a 15% decrease compared to 2022. The expansion of telecommuting partly explains this reduction.

Indeed, more than half of the commutable days were worked remotely. Commercial and administrative teams benefited from this work organization model.

• Promoting organic and sustainable agricultural models:

Indicator	2019	2020	2021	2022	2023	Objective
% sales of organic or products	40	52	63	61	69	2025 >= 75%

In 2023, sales of organic or certified products declined at a slower rate than sales of conventional products. The slowdown in our markets was felt more strongly in conventional products, an area where we have fewer client partnerships.

After several years of strong growth, the organic segment also experienced a cyclical slowdown. However, we remain confident in the underlying trends that support organic products as the most effective option to date for preserving human health and the environment. New publications from La Maison de la Bio reinforce this statement.

• Reducing our waste and increasing its recovery and reuse:

Indicator	2019	2020	2021	2022	2023	Objective
% waste recovery, recycling and reuse	80	88	75	98	100	achieved

Practices related to recycling, reuse, or energy recovery of our waste are now part of Elixens France's daily operations.

Our efforts to limit the sending of waste to non-recovery channels have reduced the production of this type of waste to less than one dumpster of non-recoverable waste, which did not require rotation during the year.

As a result, 100% of our waste has followed channels where it is either recovered or reused.

• Preventing pollution, especially water pollution:

Indicator	2019	2020	2021	2022	2023	Objective
Water pollution prevention	yes	yes	yes	yes	yes	achieved

The vast majority of cleaning products used are COSMOS-approved.

• Working for biodiversity:

Convinced that biodiversity is essential for the survival of our planet and our agricultural activities, ELIXENS France has been committed to organic farming for several decades.

The benefits of this type of farming for biodiversity have been and continue to be the subject of numerous studies.

That's why we have decided to introduce several indicators to promote «organic» practices and respect for biodiversity within our supply chains. These indicators are recommended by SYNABIO, which has published an educational guide for organic companies on this subject.

Indicator	2019	2020	2021	2022	2023	Objective
Number of plant species purchased from our contractual partners	-	37	37	37+3 currently experimentation	60	2025 = 65
% of sectors assessed for risk biodiversity	-	0	0	0	0	2025 : 100% evaluated
% of conservation conservation and restoration and restoration of biodiversity	-	ND	Approx. 20%	Approx. 20%	Approx. 20%	2030 : 50%
Number of actions taken to preserve natural ecosystems at each company site	-	1	1	1	1	2022 : >1

The increase in the number of contracted plant species in 2023 exceeded our initial goals (originally set at 40).

A more detailed and rigorous inventory of the species we work with has led us to update the tracked indicator to include the concept of variety, which is more precise than species.

As a result, we also decided to adjust our target for 2025, raising it from 40 to 65 varieties.

In addition, several projects were initiated or continued in 2023:

-The «Under the Trees, Let's Meet» initiative, in partnership with the Biovallée Association, led to the planting of 750 trees in the region. Elixens contributed to this program by donating tanks for rainwater collection and storage. <https://biovallee.net/sous-les-arbres-lancement-des-commandes-darbres/>

- Agroforestry: A project to manage several plots of lime trees of limited size with an inter-row of aromatic plants. This project also aims to reduce the labor intensity of harvesting, which is a limiting factor in the development of linden cultivation in France.

- Hedgerows: Continued support for hedgerow planting programs with SICA BIOPLANTES producers in partnership with one of our clients.

- Supporting the practice of grass cover between rows of lavender and lavandin.

Commitments to our employees

• Recognition and development of our employees:

Indicator	2019	2020	2021	2022	2023	Objective
Respecting salary guidelines	yes	yes	yes	yes	yes	achieved
Conclusion of an employee profit-sharing agreement	yes	yes	yes	yes	yes	achieved
% of employees with career progression since hiring	34	32	39	36	36	-
Training effort (% attendance time)	1.67	1.65	1.51	1.73	1.70	achieved

The criterion set by the Biopartenaire standard, which defines a maximum gap of 7 times between the lowest and highest salaries within the company, has been respected.

A profit-sharing bonus was paid to employees in 2023, in accordance with the profit-sharing agreement in place for the 2022 fiscal year.

A «value-sharing» bonus was awarded in 2023 for the third consecutive year, despite a less favorable economic environment for the company.

We have decided to launch a project to deploy a social data management tool that will allow our employees to more easily access their personal social data (vacation days, RTT, expense reports, individual evaluations, etc.). The implementation of this tool is scheduled for the second half of 2024.

Since 2019, our employee training efforts have consistently exceeded our target of 1.5%.

• Workplace safety:

Ensuring the safety of our employees at work involves various preventive actions. Our key indicators are as follows:

Theme	Indicator	2019	2020	2021	2022	2023	Objective
Updating our single documents (1 per site)	annual	Bi-annual	Annual	Annual	Annual	Partial annual	Partially achieved

The goal of updating our Single Occupational Risk Assessment Document at least once per year was partially met due to changes within our organization.

Theme	Indicator	2019	2020	2021	2022	2023	Objective
Number of safety audits	2	2	2	2	2	0	not achieved

Two main preventive actions have been implemented:

- Conducting a fire drill (triggered via our Fire Safety System installed at our Eurre site at the end of 2021).
- Providing annual HSE training for our employees, including «First Response Team» training.

Theme	2019	2020	2021	2022	2023	Objective
Fire drills	no	yes	yes	yes	yes	achieved
HSE training effort (in h/year)	265	278	184	311	164	

The occurrence of a workplace accident in 2023 impacted our safety indicators, though they remain close to the set target.

Theme	2019	2020	2021	2022	2023	Objective
FR year-end	18	73	41	13	22	max 20
SV year-end	/	1.00	0.55	0	0.46	max 0,5

Additionally, audits and inspections were carried out:

- A safety audit was conducted by our Safety Advisor as part of our transportation of hazardous materials.
- Inspections of lifting and electrical equipment were performed.

• Promoting diversity:

Fighting discrimination is one of our top priorities, and our results reflect this commitment. Women represent 47% of our workforce and over 57% of our management team. Similarly, ELIXENS France does not wait for the creation of a senior index to retain its most experienced employees, with 40% of our staff being over 50 years old.

In 2023, we welcomed several interns as part of career exploration or professional internships.

Indicator	2019	2020	2021	2022	2023
% women in workforce	47	49	51	45	47
% women in management	60	55	47	45	44
% women on the Management Committee	75	75	62	57	57
% workforce < 25 years	6	8	9	4	2
% workforce > 50 years old	25	24	23	33	40
Disabled personal work Full-time equivalent	-	-	0.4	1.1	0.7

Respect for fundamental rights

• Respect for human rights:

No reports of harassment or sexist behavior: Objective achieved.

The decision to provide awareness training on the prevention of harassment was made in 2023. This training will be offered in 2024 to all employees in managerial positions, followed by all staff.

• Respect for privacy:

Indicator	2019	2020	2021	2022	2023	Objective
Number of GDPR-related reports	NS	NS	0	0	0	achieved

About our stakeholders

• Supplier and service provider equity:

Indicator	2019	2020	2021	2022	2023	Objective
Number of corruption seizures	0	0	0	0	0	achieved
Number of conflict of interest entries	0	0	0	0	0	achieved
Number of proven cases of corruption	0	0	0	0	0	achieved

ELIXENS pays special attention to the fair treatment of its suppliers and service providers, as well as their CSR evaluation. This commitment is monitored through the tracking of indicators (see above) and an annual multi-criteria evaluation.

Since 2021, this assessment includes a CSR criterion and specific questionnaires (CSR, Biodiversity, etc.) that have been sent to all our suppliers since 2022.

The percentage of suppliers/service providers evaluated on these CSR criteria reached 100% in 2023.

• Responsible purchasing:

Responsible purchasing (conducted through certified channels) accounted for 21% of our material purchases in 2023, showing a slight increase.

In 2023, a risk analysis was conducted across all our purchasing channels, incorporating agricultural, environmental, and societal factors. An action plan was developed to mitigate the highest identified risks.

• Partnerships and Membership in Associations:

In 2023, Elixens France contributed to various actions within different organizations dealing with energy and ecological transitions:

Biovallée Association

- Member of the board of directors,
- Contribution to the «Under the Trees, Let's Gather» project,
- Contribution to the business club «I Do Business in Biovallée» with initiatives regarding carbon footprint assessments, circular economy, and CSR,
- Continued agreements for local valorization (Eurre-Drôme) of plastic waste with La Chignole, l'Or des Benes, and Fab-unit,
- Hosting groups of students from local high schools and middle schools.

Biopartenaire

- Member of the board of directors,
- Promotion of Fair Trade Week 2023.

CRIEPPAM and CIHEF

- Member of the boards of directors,
- Contribution to agroecological working groups.

Lavender Development Fund in Provence

- Financial supporter,
- Contributor to the program for characterizing inter-row grassing practices in organic lavender farming.

Authentic Provence Association

- Member of the board of directors,
- Promotion of Provençal terroir,
- Labeling of nearly a hundred natural ingredients.

Cluster Bio Auvergne - Rhône Alpes

- Member.

Other actions and results

At the end of 2023, the internal environment team became the sustainable development team with an expanded scope of action.

Regular internal communications raised employees' environmental awareness.

Conclusions and perspectives

The foundations of our corporate social and environmental responsibility management system have been laid. Improvements have already been observed in 2023.

Our performance evaluation system will need to evolve. Experience shows that for a company of our size, certain factors significantly influence the evolution of our indicators:

- The level of the company's activity
- Changes in business scope. The launch of a new workshop at our Eurre site is an example,
- The reference base. Our trajectory was based on 2020 data from a very unusual year due to the COVID-19 pandemic.

We are considering complementing our absolute targets with relative targets that will account for these variations, and we will need to align them with the SBTi trajectory.

We will need to focus on actions that yield quick results in major areas and, in the second phase, prepare for longer-term solutions.

Due to the lack of data (particularly emission factors) consistent with our activities, we will continue our efforts to conduct life cycle assessments (LCA) of our key productions, especially by incorporating biodiversity data.

We aim to contribute reliably to the environmental scoring systems for products developed by our clients.

In 2023, the ELIXENS France teams were able to mobilize and meet these challenges in a generally difficult context.

We hope that through this progress report, you can appreciate the efforts made by our company, the progress achieved, and the challenges that remain for the next phase, which we are preparing for 2024 and 2025.

We are available for any further information.

The ELIXENS France CSR Team

Abbreviations:

ATEX: Explosive Atmosphere
CF: Carbon Footprint
BioED: CSR standard of the Cosmébio association
CCI: Chamber of Commerce and Industry
CDP: Carbon Disclosure Project (declarative platform for carbon footprint rating)
CO2eq: Carbon Dioxide Equivalent
CODIR: Executive Committee
GES: Greenhouse Gases
HVE: High Environmental Value
IBC / GRV: 1000 L Container Packaging
ISO: International Organization for Standardization
ITAB: Technical Institute of Organic Agriculture
RSE: Corporate Social Responsibility (CSR)
SBTi: Science Based Targets initiative
SMSDA: Food Safety Management System
STEP: Water Treatment Plant
UEBT: Non-profit association that promotes sourcing with respect. UEBT supports and verifies companies' commitments to sourcing natural ingredients to contribute to a world where people and biodiversity thrive.
FR: Frequency Rate
SR: Severity Rate

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ADEME: Agency for Environment and Energy Management
https://www.oieau.fr/eaudoc/system/files/documents/36/182567/182567_doc.pdf
ECOSCORE: Greenscore / Green Impact Index
ECOVADIS: CSR rating platform
SEDEX: CSR rating platform



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Elixens France

Ecosite, 428 rue Brunelle

26400 EURRE

Tél. +33 (0)4 75 83 41 31

contact.elixensfrance@elixens.com

www.elixens.com

Follow us on LinkedIn !

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R.C.S. 439 465 568 R.C.S. Romans - APE 2053Z
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