



STÉARINERIE **DUBOIS**

**COMMUNICATION ON PROGRESS 2018
SUSTAINABLE DEVELOPMENT AND
CORPORATE RESPONSIBILITY REPORT**



EDITORIAL



Hervé Gondrand
CEO

“ Our role as a global leader in esters also implies that we serve as a gold standard in matters of corporate responsibility. On the eve of our 200th anniversary, which we will celebrate in 2020, we are resolutely turned towards the future but have the opportunity built on the solid foundations we have established: among them, our capacity to innovate, our attentiveness to client relations and our business strategy. Our products, dedicated to a variety of industries, are guaranteed a bright future only on condition that they are designed and manufactured according to principles that respect both the environment and Humankind. This vision is shared by the men and women who work at Stéarinerie Dubois and who are the mainstay of our company’s success.

The company’s progress in 2018 reflects the fact that our products and business model are perfectly aligned with the concerns of our clients and their end customers. In a world where digital technology is ubiquitous, consumers are demanding customized solutions that combine quality, efficiency, safety, and traceability. But these are but a few of the many challenges we face, including evidence of our commitment to transparency, ethical business practice, and more broadly, to the principles and objectives of sustainable development.

We would also like to take this opportunity in this second Communication on Progress - sustainable development and corporate responsibility report - to renew our commitment to the ten principles of the U.N. Global Compact. We are also currently engaged in a series of ambitious programs aimed at enhancing our overall performance, both on the financial level and otherwise.

We firmly believe that over time we’ll be able to consolidate our position as a world leader in the production of esters and create even greater value for all of our stakeholders. ”



We would like to thank all the members of the team at Stéarinerie Dubois who so generously contributed to this report.



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STÉARINERIE DUBOIS, France's foremost expert in the production of esters

Trends in the chemical ingredients business

Growing consumer demand for product quality, traceability, sustainability

An increasingly responsible/ethical supply chain

Climate change and its impact on supply

Gain in momentum for plant chemistry

Global digital technology

Our Assets

Financial

- Solid family shareholder base
- Independence

Infrastructure

- An international presence
- Plant upgrade and expansion plans
- An experienced and responsive sales team
- ISO 14001:2015 certification



HR

- A highly effective health/safety policy
- A dynamic professional training plan
- A commitment to promoting diversity

Intangibles

- A team exclusively dedicated to R&D
- A ramping up of R&D on the applicative level
- A regulatory monitoring team & REACH to ensure product safety

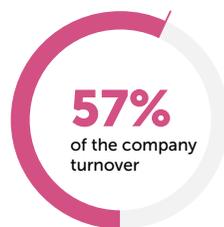
Integrated Ecosystem

- A responsible, shared procurement policy
- Products developed in collaboration with our clients
- A Business Ethics Charter

Stéarinerie Dubois a global leader in esters for the industries we serve



For the cosmetics industry



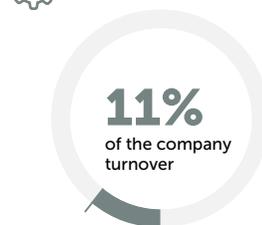
For the pharmaceutical industry



For the food products industry



For functional specialties



Our sustained value creation

Finance

- 68 Million Euros in turnover
- 60% of the turnover destined for export



Organization/Means/Tools

- Ecovadis 72/100
- For each kg of finished products: 2.82 liters of water and 2.01 kWh of energy consumed
- And 324 g. in CO₂⁽¹⁾ emissions and 196 g. of waste generated
- Waste recovery rate: 85%



HR

- 4 work-related accidents



Intangibles

- DUB SOGREEN (MB)
- DUB TOGEE (MB)
- DUB OE HP (MB)



Relational ecosystem

- A network of partners
- Its status as an Authorized Economic Operator (AEO) facilitates its deployment as an international exporter (Grand Export).



(1) Regulatory scope 1 and 2

ABOUT US

Stéarinerie Dubois was founded in 1820 and is now a specialist in the production of esters. To this day, the company continues to enjoy strong growth in France and worldwide thanks to its industrial expertise and innovations.

Stéarinerie Dubois develops, produces and markets a comprehensive range of products and solutions – primarily added-value esters – for industrial clients in all sectors, in particular cosmetics, food products, pharmaceuticals and industry (lubricants, paintings,...), while respecting both the environment and human life. Our ambition? To establish ourselves as a global leader in esters for the industries we serve.

The company's tradition of responsibility, family shareholder structure, and rules of governance guarantee its future prosperity and ensure that our values are upheld in day-to-day management.

The Boulogne Billancourt site is dedicated to the company's tertiary services including marketing, sales, purchasing...

The production unit at the Scoury site, in the heart of the *Parc naturel régional de la Brenne* nature park, is continuing to develop with a scheduled extension of its storage facilities at Scoury 2 (logistics center), and will include energy-efficient solar panels. As a next step, new production units will be created to expand our capacity to deliver high-quality products.



“ Our base in the heart of the Indre countryside and the opportunity to develop our activities directly onsite is a tremendous asset for the company. ”

Hervé Plessix
Managing Director

Turnover 2018
68 Million euros

Planned investments
17 Million euros

2018 IN REVIEW

All figures contained in this report are based on consolidated financial statements for Stéarinerie Dubois.

New certifications

Stéarinerie Dubois' production facilities have been ISO 9001: 2015 and ISO 14001: 2015-certified for the quality of the company's environmental management system deployed on its three sites (the production and logistics units and tertiary services). These certifications are a tribute to the commitment and involvement of the entire corporate team in complying with these standards: from its business strategy and operational efficiency, to its ongoing efforts to provide its clients the best in products and services.

Regional support

Stéarinerie Dubois had the pleasure of welcoming local authorities and members of the *Initiative Brenne*⁽¹⁾ association, the park's entrepreneurial network, in tribute to France's government-sponsored "Year of Chemistry" operation. Stéarinerie Dubois supports this initiative, which aims to attract innovative new businesses to the region, by helping to finance them through interest-free "Honor Loans".



DUB ESTOLINE®

Launched at the start of 2018, Dub Estoline received the coveted Bronze Award at *In Cosmetics Asia* for its top-grade performance and protective features.



72/100
2018 Ecovadis rating
(+8 points/2017)

Ethics and transparency

Along with the Code of Business Ethics, we implemented a "Speak Up" alert system, as defined in the (French) Sapin 2 law.

This measure represents a genuine added value for our clients and is reflected in the company's Ecovadis rating, which increased by 8 points in the last year alone.



(1) www.initiative-brenne.fr



PROMOTING A RESPONSIBLE VALUE CHAIN

Our business is to process raw materials into ingredients for industrial applications in a variety of sectors, primarily added values esters.

SDG

- 1 NO POVERTY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 17 PARTNERSHIPS FOR THE GOALS

Spotlight

Our palm oil strategy and progress to date

We do not offer our clients palm oil per se, but rather produce and sell derivatives synthesized from products that have already been processed. Our goal is to become among one of the world's most environmentally responsible ingredient suppliers. Over the last several years we have adopted a number of key measures to help us achieve this objective.

We have spoken out in favor of sustainable palm oil, by joining the Roundtable on Sustainable Palm Oil (RSPO⁽¹⁾) in 2011, and encourage all the partners in our supply chain to do the same.

We also examined ways in which we could contribute, on the local level, to helping

small planters develop their skills. We decided that the most effective method would be to provide financial support to a Cirad⁽²⁾ initiative, introduced in 2019. The program aims to scientifically analyze the various production factors (use of nitrogen fertilization and other fertilizers, crop yields) of some 200 independent planters, qualified as small planters (production surface between 0.5 and 50 hectares).

The sample comprises 50% of RSPO-certified and 50% of non-certified planters. The objective is to compare the data from both types of plantations in order to identify the levers that improve performance and enhance best practices.

“ This is a major project as it considers a broad sample. We are working in partnership with the University of North Sumatra to conduct the interviews and collect the data from the provinces of Riau and Jambi (Indonesia). The results will be analyzed according to various criteria as the socio-economic environment is complex and we have to be able to understand the levers for a RSPO certification that benefits the small independent planters. There are many variables involved: local or Java-born, origin of the practices (personal or certification-driven), fertility transfer or not, other activities and means... The results of the study will help us to better support small growers, including on the new fronts of development of oil palm cultivation in Africa or Latin America, where the majority of farmers are small producers. This multi-party approach is particularly relevant to integrated knowledge of the entire oil palm cultivation chain. ”

Dr Cécile Bessou

Agro-ecology Researcher at the Cirad Sustainable Systems Unit

Our approach comprises three main “building blocks”

Since 2018, 100 % of our provisions in palm oil derivatives are sustainable, in line with the Book & Claim supply chain management system. In addition, our complete cosmetic portfolio is now available in Mass Balance according to RSPO Supply Chain Certification Systems.

In 2019, our Pharmaceutical range will be 100% Mass Balance. In fact, we plan to shift our entire product offer, in all areas of our business and in all the regions where we operate, exclusively to Mass Balance by 2020.

1/ We evaluate our suppliers in function of our corporate palm oil policies: zero deforestation, protecting peat lands, their beneficial impact on the local economies and the good of the communities, traceability and a reduced environmental footprint.

2/ We keep close track of our suppliers' and corporate continuous improvement processes, the only way to guarantee total transparency across the entire production chain.

3/ We firmly believe that our concerted actions with regard to certification procedures, continuous traceability all along the palm oil supply chain and in-depth knowledge of the field, can ensure the implementation of good agricultural practices. These measures will enable to optimize the yields of the existing plantations and reduce their environmental footprint without new expansions.

(1) For more about the RSPO: <https://www.rspo.org>

(2) The Cirad is a French organization for agronomic research and international cooperation for sustainable development programs in tropical and the Mediterranean regions.



Palm oil production



80% of the palm oil consumed in France is used as an agro fuel additive to diesel transport fuel⁽²⁾

Palm oil is the world's most widely used vegetable oil⁽¹⁾



19% of the world's palm oil is RSPO-certified

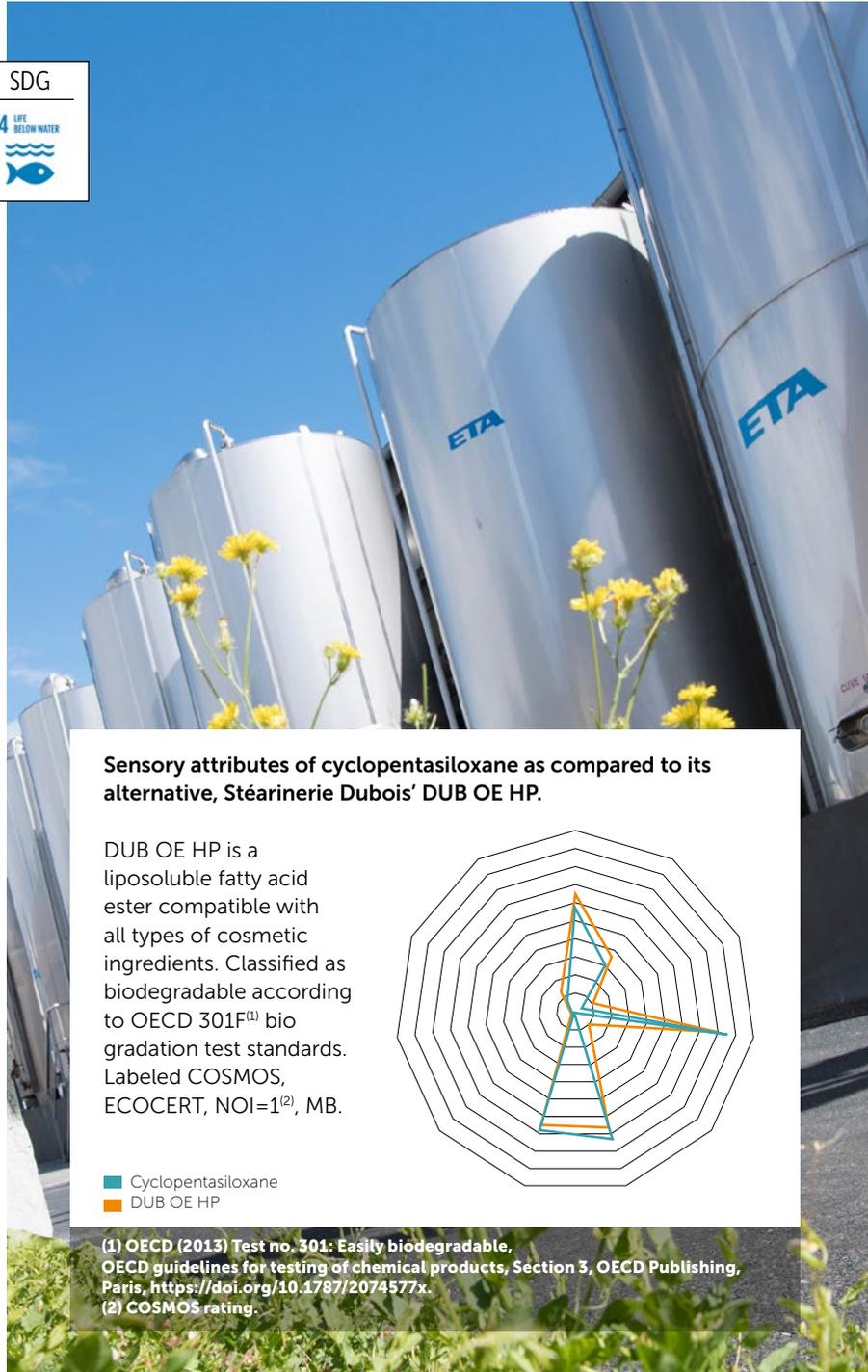
Development of new sources of production in Western Africa and Latin America

Indonesia and Malaysia supply **85%** of the world's palm oil

Estimated 60% + rise in production by 2050⁽³⁾

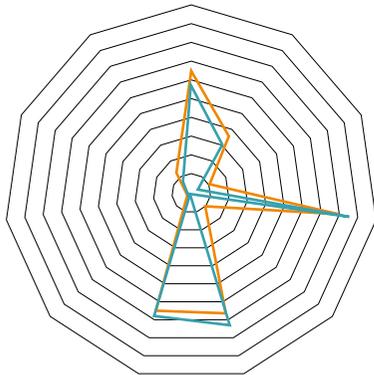
(1) Palm Oil Alliance Financial Data
 (2) Les Amis de la Terre, 2019
 (3) Corley RHV, 2009. "How much palm oil do we need?" Environmental Science & Policy, 12: 134-139

SDG



Sensory attributes of cyclopentasiloxane as compared to its alternative, Stéarinerie Dubois' DUB OE HP.

DUB OE HP is a liposoluble fatty acid ester compatible with all types of cosmetic ingredients. Classified as biodegradable according to OECD 301F⁽¹⁾ bio gradation test standards. Labeled COSMOS, ECOCERT, NOI=1⁽²⁾, MB.



■ Cyclopentasiloxane
■ DUB OE HP

(1) OECD (2013) Test no. 301: Easily biodegradable, OECD guidelines for testing of chemical products, Section 3, OECD Publishing, Paris, <https://doi.org/10.1787/2074577x>.
(2) COSMOS rating.

More environmentally responsible and people-driven products and services

Today's consumers, helped by applications, are growing increasingly attentive to the cosmetic products they purchase. The substitution of petroleum-based chemicals in the end products is an issue that comes up regularly. We believe that these concerns are alerts that should be taken very seriously and should play a vital role in our product development strategy.

In 2016, we created a panel of 10 specialists who defined the sensory profiles of 150 esters and 15 other references (silicones, vegetable oils and petroleum-derived products). After several years of preliminary studies, we initiated a research program to find viable alternatives for a range of ingredients commonly used by formulators. The goal was to identify new green chemistry products with the same sensory attributes and in line with the values of sustainable development. By establishing proximity correlations, we were able to propose alternatives for each of these ingredients (see inset).

To replace one product by another, it is critical that its essential attributes be maintained, in particular its sensory qualities.

100%

of our new products are biodegradable

Other tests have been performed on these products, notably on their biodegradability. The subject has become crucial, in particular in the Scandinavian countries. There is a growing concern among consumers about the use of microplastic beads added in skin and beauty care treatments, and representing a potential environmental hazard. 100% of our new products are biodegradable, a significant asset for our customers.



A global approach to business ethics

In 2016, we formalized a Corporate Code of Business Ethics that governs our employees' professional conduct within the framework of their business activities. The Code evolved in early 2019 to include certain voluntary requests by our clients exercising their duty of due diligence.

We are at the heart of an international supply chain and firmly believe that the issue of business ethics is a responsibility to be shared by all in the "Better Business" global arena. We comply with the laws and regulations applicable in each of countries on which we operate. We also adhere to the U.N.'s Guiding Principles regarding business and human rights and expect a due diligence from our suppliers.

Training for company employees exposed to risks is a top priority: consequently, a training program in business ethics focused on competition law was introduced in 2018. As an extension to this policy, a training course in the fight against corruption will be implemented in 2019.

A sustainable procurement charter

First and foremost, we require our suppliers to conduct their business in accordance with the highest personal and professional standard of ethics, and to comply with the laws, rules and regulations in force in the country or countries in which they operate. Furthermore, we ask that they participate in promoting internationally recognized initiatives such as the RSPO in their sector of activity.

In certain cases, Stéarinerie Dubois also factors in some of its major suppliers' own sustainable development strategies. The fight against corruption is an integral part of our Charter.



Each of our suppliers is required to sign the eight-point Sustainable Procurement Charter, thereby confirming their commitment to corporate social, environmental and ethical standards.



SDG



A strategy aimed at ensuring the quality and safety of our products

Our teams are constantly working to meet our partners' needs. They are market-focused, attentive to market trends, flexible and fully versed in a broad range of technical standards, such as GMP, ISO 9001, FSC 22000, and others.

In 2017, we were granted ISO 9001: 2015 certification, confirming the excellence of our management system and client relations. Certification is based on compliance with regulatory requirements at all levels (products, services, people...). Our food plant is FSSC 22000 certified for its management system and food product safety.

This certification makes it possible for us to meet client expectations in the food industry where it is critical to guarantee the safety and harmlessness of the raw materials they use.

“ We succeeded in registering all the substances required by implementing a product portfolio optimization strategy. However, ever since the compliance deadline on 31 May 2018, the regulations of REACH, the chemical substances risk management program, remain in effect. We are therefore continuing to pursue our dossier registration improvement process so that we can maintain our momentum and keep on acting as rapidly and efficiently as possible. ”

Benjamin Noel
Manager, REACH

Spotlight

Reach: a response to the challenge for ever-greater safety

We committed to REACH since 2007, by complying with the obligation to pre-register our raw materials. We have been working to bring our substance portfolio in line with the REACH regulatory framework in time to meet the 31 May 2018 compliance deadline and beyond. A special task force, "Reach Fusion Team", was set up to prepare and monitor the dossiers and prevent any undue delays.



INVESTING IN HUMAN CAPITAL

Stéarinerie Dubois' Human Resources policy is founded on a tradition of respect that has guided us since the company was founded. As a major economic and industrial player that makes its home in an otherwise rural community, our company pursues a dynamic employment policy and attaches great importance to ensuring our employees' professional development and employability and to promoting diversity in our workforce

REACTEUR R19

SDG



Safety first

The company does everything in its power to ensure its employees' physical and moral integrity: safety prevention programs, training, personal and collective safety procedures and protective equipment. Each and every employee is considered a valued player in workplace health and safety, and all contribute to making our zero-accident goal policy. An annual week-long « Safety First » program has been put into place to make each and every employee a valued player in workplace health and safety as well as that of his team mates. Precaution is key to our safety measures. Visitors to the site are equipped with protective devices including safety helmets, fluorescent vests, safety footwear and glasses.

We provide our employees with a safe and risk-free environment by having our installations monitored regularly by accredited safety assessment organizations and by ensuring the proper fire protection measures are in place: sprinkler systems, CO₂ fire extinguishers, multigas detectors (O₂, CO, H₂S and explosimeter)... The employees working onsite are equipped with protective goggles adapted to their needs.

2.9%

Absentee rate due to illness and work-related accidents
(excluding maternity and extended sick leave)

The indicators presented below are for our production plant. As an industrial site, it presents many health and safety risks: burns, accidents from handling operations... Each accident is carefully analyzed, and the appropriate corrective measures are taken to reduce the probability of a recurrence. The Boulogne-Billancourt site houses our tertiary services. Employees who work there are less exposed to physical accidents. They are not, however without risk. Our awareness-raising policy addresses the issue of road safety.

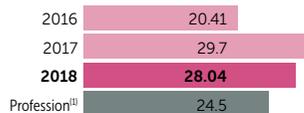
Promoting a caring approach in the workplace

Stéarinerie Dubois takes the issue of stress-related and psycho-social risks seriously. We take them into account in our HR policies and follow strict rules regarding working time during business trips.

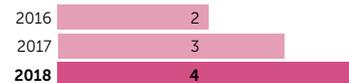
Within the limits imposed by the size of our company and the organization of our teams, we treat people with care so that each employee can achieve the right balance between their personal and professional life. We signed an agreement on teleworking in the first semester 2018.

Our performance regarding health and safety in the workplace

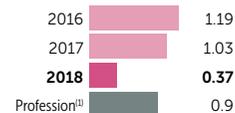
Injury frequency rate



Lost-time injury >24 h



Injury severity rate



(Number of workdays lost due to temporary disability per 1,000 hours worked)

(1) CTNE, Chimie, plasturgie 2017.

Developing skills

Training our employees is one of our top priorities so that each of our employees have the skills they need to do their job efficiently and also provide them with the opportunity for personal and professional development.

Training is provided, regardless of the level of responsibility depending on the specificities of the job and the situation of everyone, as soon as they enter the company.

Training programs are varied, flexible and customized: internships, "on the job " programs, mentoring...

The training choices are formalized in an annual plan. Employees of our industrial site (Scoury) benefit systematically one training per year.

Professional development

Within the limits imposed by the size of our company, we offer our employees the chance to take on new responsibilities throughout their career.

We encourage functional, cross-sector and geographic mobility, based on each individual's particular skills and qualifications, whatever their level of responsibility, so that each person may build their own career path and develop their talents. Most job availabilities are posted internally so that our employees can be among the first to apply for a given position. Through an annual progress interview with the staff supervisor and regular career interviews, we stay informed of our employees' plans and goals. Together, we chart the course for their professional development.



SDG



Taking the diversity of the teams into account

Trust in the men and women who work for us is one of Stéarinerie Dubois' guiding principles. One of the ways we express this trust in by showing respect for all our employees and for their diversity.

We are committed to implementing actions that promote the employment of seniors and persons with disabilities, as well as equality between men and women in the workplace.

Whenever possible, we take initiatives in favor of employees with disabilities and encourage them to keep on working: adapting workstations, providing professional retraining and career management support.



We guarantee non-discrimination at hiring



Compensation and social dialogue

We implement a fair and competitive compensation policy, based on performance recognition.

Moreover, our employees participate in the company's development and success through a profit-sharing agreement. We have also set up a time savings account for all employees.

We make sure that our compensation policy is both internally equitable and aligned with market practices. Employee benefits include additional healthcare insurance, salary continuance, and pension plans for all. A collective pension savings plan (PERCO +)

was set up in 2018 allowing all employees interested to build up their retirement savings with the help of the company.

We strive to promote a respectful, open, honest and constructive social dialogue between the company and its employees.

Meetings with the SPD and the Health, Safety and Working Conditions Committee (HSWCC) are held more frequently than the minimum required by law. A European Committee of Social and Economic Rights (CSE) will be introduced in 2019.

INTEGRATING OUR ACTIVITIES IN THEIR ECOSYSTEM

SDG



Set in the heart of the protected area of the *Parc naturel regional de la Brenne* nature park, Stéarinerie Dubois' production unit is continuing to develop a rapid pace in order to stay at the forefront of "Made in France".

The unit is ISO 14001: 2015-certified for its environmental management system. This certification complements the company's supply chain certifications such as the RSPO Mass balance and SG, as well as the repository patterns ISO 16128, COSMOS and NATRUE and helps us participate more fully in developing an ethical supply chain.

The company supports all its projects by continuously investing in its industrial facilities. This constitutes genuine added value for the company in terms of efficiency and reaction time and contributes to improving client relations.

SDG



Certifications that meet our clients' expectations

Our clients' end customers, in particular in the cosmetics industry, demand more innovation, more natural and more organic products, as well as better traceability. Our long-term development strategy has made it possible to meet their demands with a variety of certifications and product innovations, such as DUB ESTOLINE®, our new polymer ester.



The COSMOS standard allows for the use of

5303

different ingredients.⁽¹⁾

(1) <http://www.cosmos-standard-rm.org>.

Different certifications can be chosen by our customers and in response to their requests, we opted for the following repositories.



NaTrue has created an eco-label with three levels of certification that comply with a rigorous definition of what constitutes natural and organic cosmetics.



COSMOS (COSMetic Organic Standard) is a European proprietary repository pattern developed by the association's five founding members: BDIH (Germany), Cosmebio (France), ECOCERT Greenlife SAS (France), ICEA (Italy), and Soil Association (the UK).

Their goal is to safeguard the welfare of the environment and of people in the cosmetics sector, notably by setting out minimum common standards, harmonizing certification rules for organic and natural cosmetics, and lobbying institutions in the interest of the industry.

COSMOS follows the principles of the ECOCERT standard (January 2003 version):

- Promote the use of ingredients produced by organic farming
- Implement production and transformation processes respectful of the environment and human health
- Integrate and develop the concept of "green chemistry".



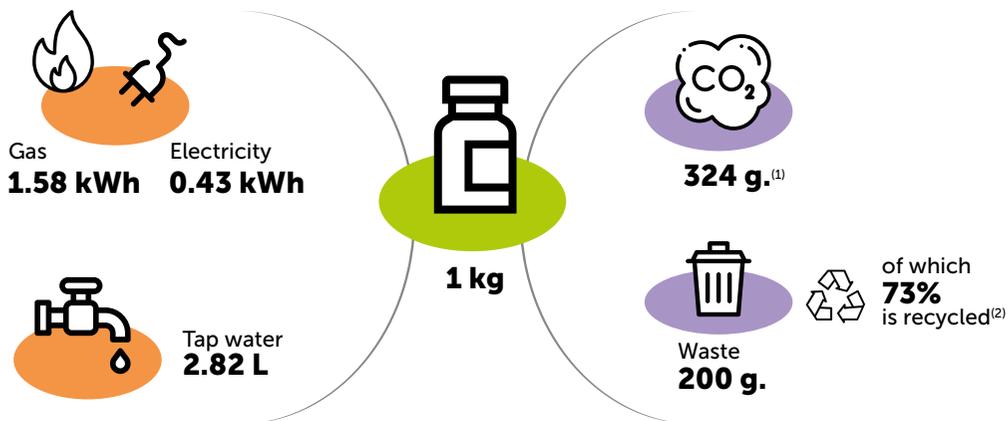
ISO 16128. This standard, specific to the cosmetics industry, provides the guidelines for the definitions and criteria that apply to the ingredients used in natural and organic cosmetics products. Its goal is to spur innovation by promoting the use of a wider range of natural and organic ingredients in a large variety of cosmetic products.

Fostering an integrated environmental management system

We found that the most effective way of achieving our objectives was by applying the ISO 14001: 2015-certified standard to our environmental management system. The perimeter of certification was extended to our services in Boulogne-Billancourt so that all of our employees would feel fully implicated in our environmental policy.

Furthermore, we decided to introduce performance indicators related to our production volume (in weight). In fact, our environmental performance cannot be measured in absolute terms but only in relation to other factors. Our production is expected to grow but with a far lower rate of water consumption, more efficient and environmentally responsible energy sources, and a reduction of greenhouse gas emissions per amount of product produced.

Energy consumed and waste generated per 1 kg of finished product



(1) Regulatory scope 1 and 2.

(2) Organic recycling, energy recovery, regeneration, landfarming, material recycling.

Our Priorities

→ Reduce our Environmental Footprint

- By continuously improving our environmental performance.
- By monitoring and respecting the needs, expectations, and requirements of all of our stakeholders.

→ Managing Operational Risks

- By taking into account all identified environmental risks, acting to mitigate them, be it under standard operational conditions or in emergency situations.
- By communicating with and raising the awareness of all of our stakeholders.

“Improver”, a shared scoreboard has been implemented to monitor the actions taken and evaluate their progress. After a successful test run, it will be accessible to all the company’s employees in 2019.



Spotlight

Innovating to protect the environment

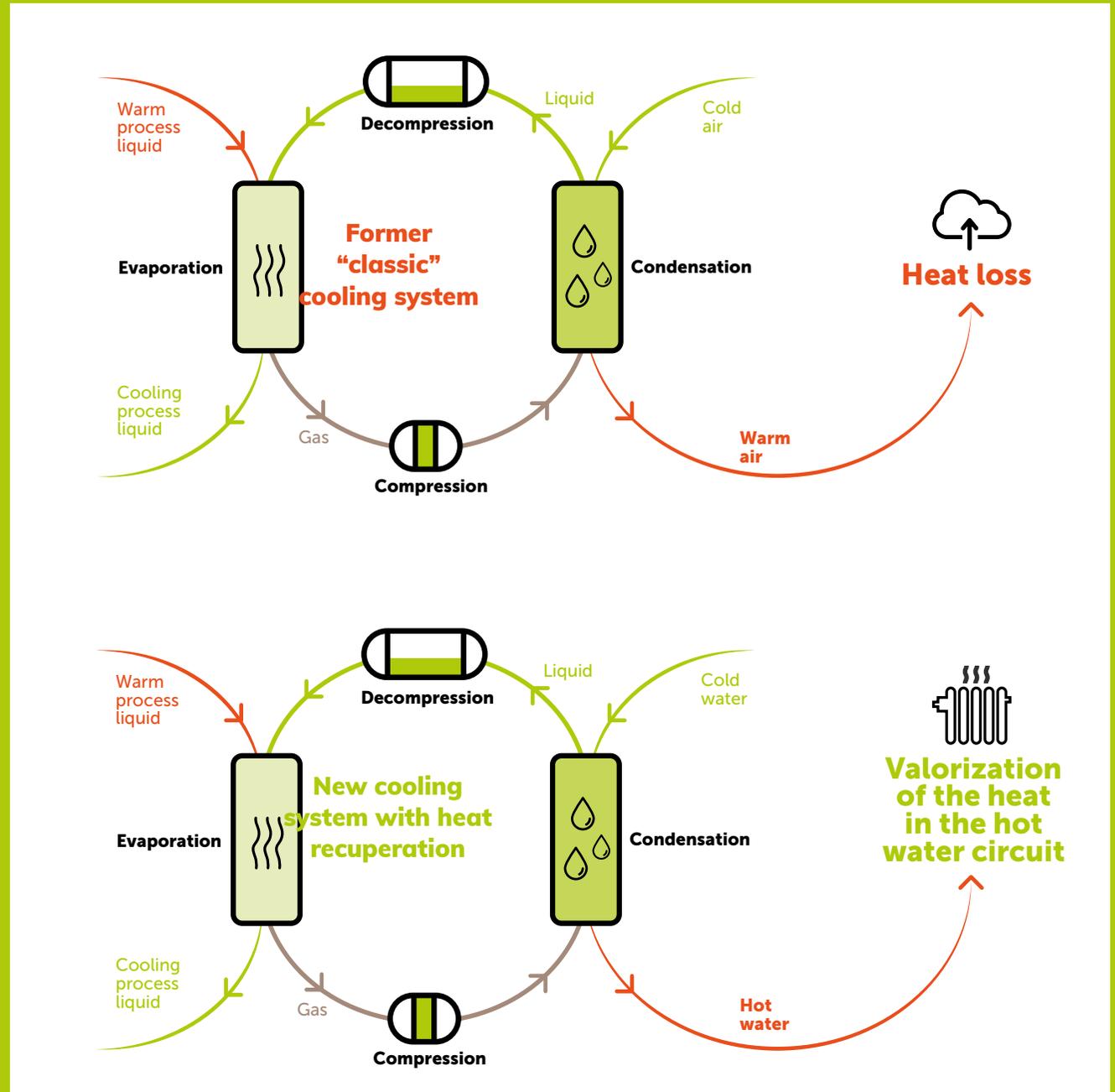
In 2018, we looked at ways in which we could optimize the inevitable loss of heat originating from our cooling systems. In our particular production unit, for example, refrigeration is generated by removing the heat from our industrial air conditioning installations.

Most of the heat is transferred to a an outdoor condenser, resulting in a significant loss (see Schema). We decided to recuperate the heat at this stage and use it to produce the hot water required for our industrial processes.

The project was financed through the EEC Energy Savings Certificates plan. In 2014, the same fund enabled us to install insulating blankets on the facility's valves and pipes. These energy-saving measures are part of the company's goal to reduce its carbon footprint.

The EEC has allowed Stéarinerie Dubois to cut its energy consumption by

42,626 MWh
over the last 4 years



2018 CSR PERFORMANCE INDICATORS

FIELD	INDICATORS	2016	2017	2018	REFERENTIELS *	**
SOCIAL						
EMPLOYMENT	Total headcount at 31/12 (permanent and fixed-term contracts)	135	143	144	Art. 1-1°-a	SDG 8
	Recruitments	16	9	15	Art. 1-1°-a	SDG 8
	Turnover rate	11%	9%	10%	Art. 1-1°-a	SDG 8
	Distribution of employees by age	ND	6% under 25 years 21% from 25 to 34 years 31% from 35 to 44 years 30% from 45 to 54 years 11% 55 years and over	18% under 30 years 26% from 30 to 39 years 28% from 40 to 49 years 28% 50 years and over	—	SDG 10
HEALTH AND SAFETY AT WORK	Work accidents with work stoppage exceeding 24 hours	2	3	4	Art. 1-1°-d	SDG 3
	Frequency rate (number of work accidents with work stoppage for every million hours worked)	20.41	28.85	28.04	Art. 1-1°-d	SDG 3
	Gravity rate (number of days of absence due to accidents for every thousand hours worked)	1.19	1	0,37	Art. 1-1°-d	SDG 3
	Work accident/occupational disease rate	1.79	2.2	2.55	Art. 1-1°-d	SDG 3
	Absence rate (except maternity and long illness)	3.90%	2.90%	2.90%	Art. 1-1°-a	SDG 8
TRAINING AND EDUCATION	Total number of training hours granted to employees (excluding individual training leave and vocational training contracts)	1,129	920	1,902	Art. 1-1°-e	SDG 4
	Number of employees trained	109	105	116	Art. 1-1°-e	SDG 4
DIVERSITY AND INCLUSION	Gender equality in the total workforce	ND	65% / 35%	64% / 36%	Art. 1-1°-f	SDG 5
	Employment rate of disabled persons as a ration of FTE worforce	ND	6	7	Art. 1-1°-f	SDG 10
ENVIRONMENT						
EMISSIONS, EFFLUENT, WASTE (Scoury Facilities)	Energy consumption per kg of product produced	1.62 kWh of gas 0.42 kWh of electricity	1.60 kWh of gas 0.42 kWh of electricity	1.58 kWh of gas 0.43 kWh of electricity	Art. 1-2°-c	SDG 7
	City water supply per kg of product produced	2.63 liters	2.59 liters	2.82 liters	—	SDG 6
	Total direct or indirect greenhouse gas emissions (regulatory scope 1 and 2) per kg of product produced	335 grams of CO ₂ equivalent	335 grams of CO ₂ equivalent	324 grams of CO ₂ equivalent	Art. 1-2°-c	SDG 13
	Quantity of sludge produced	405 tons	326 tons	390 tons	Art. 1-2°-d	SDG 6 et 15
	Waste generated on site per kg of product produced	155 grams	169 grams	196 grams	Art. 1-2°-b	SDG 12

* Article 225
** Sustainable Development Goals (SDG)

The CSR indicators presented in this document relate to the Stéarinerie Dubois operations in France. The CSR policy is relative to the whole company.

These indicators are followed with a monthly rhythm and are consolidated. The period retained is the calendar year 2018, from 1 January to 31 December.



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