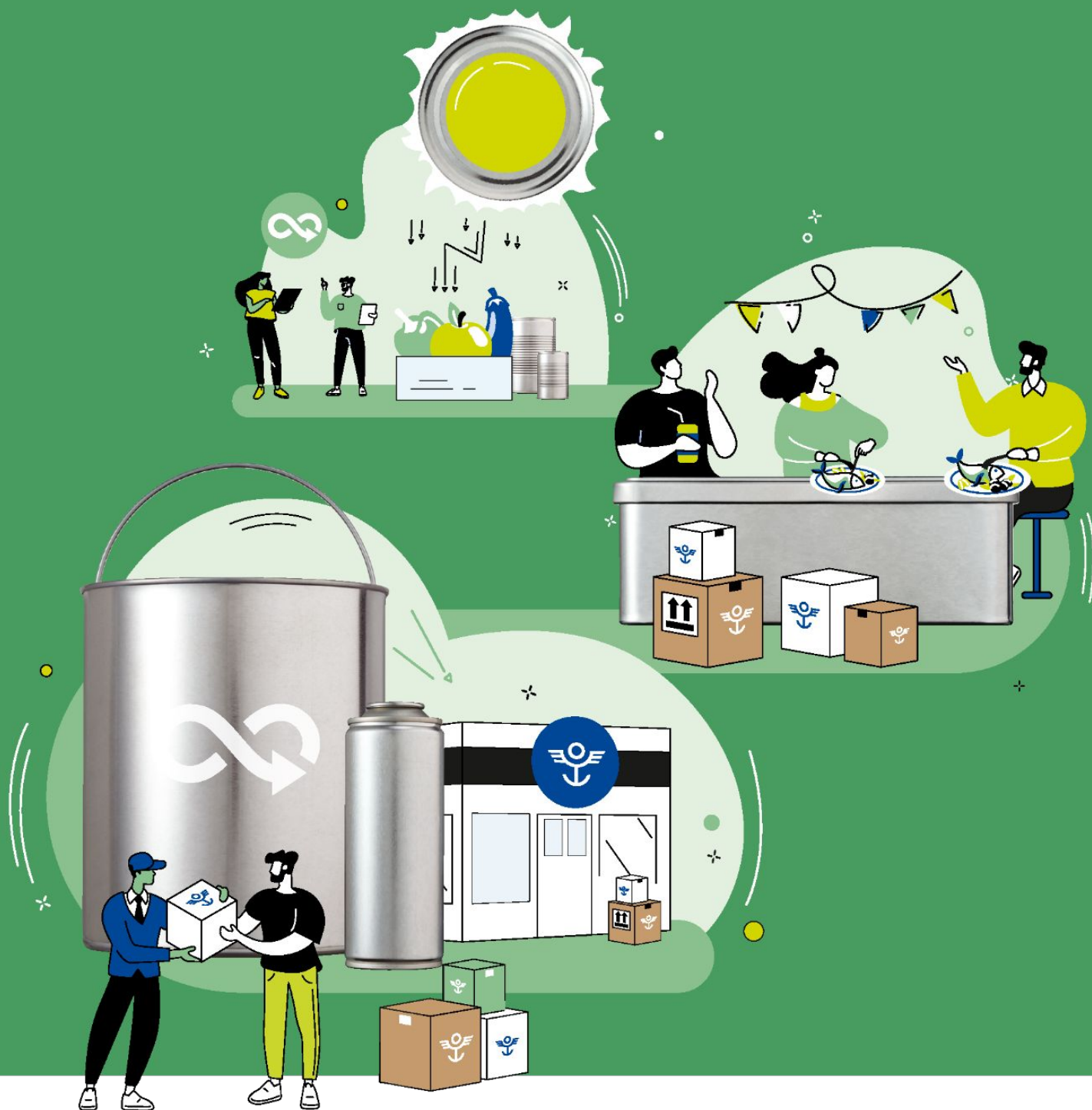


# CSR REPORT

JUNE 2023 EDITION



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# SUSTAINABLE AGILITY



“

No two days are ever the same," we often hear it said...

While in the past we have been used to dealing with multi-year cycles, it seems that from now on we will have to prepare ourselves for profound changes on an increasingly rapid and frequent basis.

After the "COVID years", we are now going through a major geopolitical crisis, while forecasting and anticipating weather conditions is becoming an ever more daunting challenge...

But how can we maintain a long-term vision in the face of all this "versatility"? How can we remain agile and responsive without being spun around like a weathervane in the winds of change?

By staying the course and holding firm to our convictions:

The metal packaging we produce every day is a high-performance, viable solution to challenges facing society today and in the future. That is because it provides a way of preventing wastage of food and other resources, a way of giving everyone access to a multitude of products in a safe and controlled way, and a packaging method whose "end of life" will not put a burden on future generations.

By staying true to our values: We trust our employees and give them the means to progress and develop amid a safe and stable working environment. Thanks to significant investments that we have made, our sites have high-performance, upgradeable, energy-efficient, and environmentally-friendly equipment.

We maintain the diversity of our product and service ranges to serve and support our clients—both large and small—in their efforts to achieve sustainable growth in parallel with our own.

By staying independent: we do not want our decisions to be dictated by the financial markets, and we do not want them deciding our future.

What we can be sure of is that the quest for efficiency in the consumption of energy and materials—whether for reasons of cost, environmental impact, or scarcity—will remain key regardless of the new cycles to come.

It is with that conviction that we will continue to steer our business and shape our future.

As always, with pride and peace of mind.

**Thomas Bindschedler**  
Massilly Group Chairman

# OUR MISSION AND OUR VALUES



**Our mission is to protect, preserve and promote Nature's bounty and our clients' products with safe, effective and recyclable metal packaging.**

## OUR VALUES

**Our fundamental, unwavering values are determined by our commitment to people first and foremost: our employees, our clients and their consumers of all ages.**

**Our goal is to be :**

- **Humans** : We provide our employees with a working environment which is safe, pleasant and rewarding. We do not compromise on safety at the workplace
- **United in our responsibility for the Safety and Quality of our packaging materials** : Our packaging solutions protect the products that consumers put on their plates, and the plates of their children. With this in mind we cannot afford the slightest defect, and each and every one of us bears a responsibility for ensuring the absolute safety, quality and non-toxicity of all of our products. Quality is the key to our future.
- **Committed and connected to our clients** : In a world which is constantly changing, we aim to set ourselves apart from the crowd with our responsiveness, our proximity and our flexibility, adapting to the requirements of our clients and consumers and working together in a spirit of sustainable collaboration.
- **Creating value internally and externally** : Our work is based on a commitment to continuous improvement and innovation, a philosophy which is non-negotiable as we seek to progress, to offer competitive prices to our clients and to retain our status as a major independent player in the market. We invest constantly in developing the skills of our employees, as well as optimising our production facilities.
- **Respecting the environment** : Our packaging solutions help to reduce food waste, and are made with metal which is 100%, endlessly recyclable. We do everything in our power to optimise our use of natural resources, reduce waste and drive down emissions and surplus materials in our factories, adhering to the principles of the circular economy.

# OUR BUSINESS LINES AND OUR PRODUCTS



## OUR EXPERTISE



**FOOD  
PACKAGING**



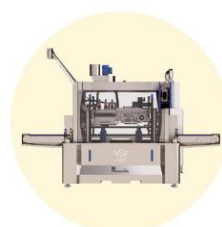
**INDUSTRIAL  
PACKAGING**



**AEROSOL  
CANS**



**DECORATED  
TINS**



**MACHINES**

**AND ASSOCIATED SERVICES:** Printing, technical assistance and training, trade in glass packaging, design of packaging lines

## RISKS AND OPPORTUNITIES RELATING TO OUR PRODUCTS

### OPPORTUNITIES RELATED TO THE INTRINSIC QUALITIES OF OUR PACKAGING AND MATERIALS:

- political commitment to fighting food waste,
- consumers turning away from plastic,
- metal is easy to recycle,
- canned food and jars/metal bottle tops are firmly-rooted in our consumer habits,
- the flexibility of eating fresh produce when it is in season and canned goods in the off-season.

### AND THE RISKS OF A LOSS OF INTEREST AND RELEVANCE WE NEED TO BE AWARE OF:

- consumers turning towards unprocessed products, sold loose without packaging
- concerns about substances in metal packaging,
- packaging choices which do not capitalise on the infinite recycling potential of metal (circularity and number of cycles).
- The carbon impact of steel and aluminium production remains significant.

# PROUD OF OUR METAL PACKAGING



**At Massilly, we believe that each and every one of us can and should be proud of the metal packaging we manufacture because it offers a forward-looking solution that:**

- avoids wastage of (food) resources around the world
- protects, conserves for the long term, and enhances without wasting energy
- preserves natural resources and fosters the emergence of the circular economy
- and all while remaining affordable and practical for everybody, all the time

## OUR METAL PACKAGING CANS OFFER AN EFFECTIVE RESPONSE TO FOOD AND ENVIRONMENTAL ISSUES

### QUALITY FOOD ACCESSIBLE TO EVERYONE

- Thanks to the process of appertisation (heat treatment and hermetic sealing) and their sealing qualities, our cans and jars preserve food for years, without the addition of preservatives.
- This is the safest way of protecting foodstuffs from spoilage, while also preserving their appearance, taste, and nutritional value.
- Uncompromising bacteriological safety, giving everyone access to balanced, nutritious products.

### HEALTHY, VARIED MEALS ALL YEAR ROUND

- There are over 1,500 different types of canned food!
- The fruits and vegetables packaged in our cans and jars are harvested mid-season at peak ripeness. 4 to 6 hours: the average time taken to transport vegetables from the production area to the factory for appertisation.
- That short processing time minimises the loss of their organoleptic and nutritional properties.
- And in France, over 60% of canned foods sold get a "Nutriscore A".

### CONTROLLED ENVIRONMENTAL IMPACT, FROM THE FIELD TO THE PLATE

- Thanks to its many advantages (quick and easy canning, safety and sturdiness, shelf life, etc.), canned food helps reduce food waste.
- It requires no energy for storage (unlike fresh or frozen foods)
- Its sturdiness means less secondary packaging is required during transport
- And the products can be kept for up to five years or even longer...
- That means the environmental footprint of canned food remains the same from the 1st to the 1825th day on which the food can be consumed.

**CANNED FOOD CAN REDUCE  
HOUSEHOLD FOOD WASTE BY 29%.**

*(Technical University Munich)*



## OUR METAL PACKAGING, AN ALLY OF THE CIRCULAR ECONOMY

### ANTI-WASTE AT EVERY STAGE OF THE SUPPLY CHAIN

- Sturdy and safe, our packaging keeps products from being damaged or lost in the production chain, as well as during transport and storage.
- Our industrial packaging** is the ideal protective barrier against light, humidity, oxygen, and other gases. It preserves the quality and properties of the produce contained within and limits wastage, while its reliability provides **maximum assurance for the transport and storage of chemical or "dangerous" products**.
- At Massilly, we manufacture more than 85 different sizes of cans ranging from 50 ml to 8.8 L, 45 different types of tubs and buckets ranging from 100 ml to 40 L, six different sizes of aerosol cans ranging from 100 ml to 750 ml, and more than 20 different types of capsules!
- Thanks to all that variety, **our packaging can be used for all sorts of products and always contains just the right amount for every use...** with no waste.



### EASILY RECYCLABLE AND EFFECTIVELY RECYCLED

- Today, **metal, whether steel or aluminium, is infinitely** recyclable, and unlike plastic, metal does not degrade with use.
- Use of single-material packaging makes recycling easier. In Europe, **85% of steel packaging is collected and recycled**. (Source: APEAL 2020 values).
- Steel and aluminium are **very easy to sort** in sorting centres, all of which are equipped with an **overband** (magnet) or eddy-current machines.
- The collected metal packaging waste **is then effectively and locally recycled** in the steel/aluminium industries; 95% of Europeans live less than 200 km from a steel manufacturing/recycling plant.
- Such materials can be reused to produce new components in the automotive industry, in household appliances, or to produce more packaging.
- All steel production contains a proportion of recycled steel**. According to the Association of Producers of Steel for Packaging (APEAL), the **steel packaging in Europe contains 58% recycled content**, a calculation certified by the CE Delft Institute and validated by the European Commission.
- Among our steel suppliers, greenhouse gas emissions from their manufacturing processes are **cut in half per metric ton of recycled steel**. In the case of aluminium, the reduction is even more substantial.
- And all are committed to **decarbonisation**.
- As a result, **our metal packaging already largely complies with forthcoming European regulations** (PPWD, WFD, etc.). And without the need for huge investments to manage their end-of-life.

# OUR BUSINESS MODEL



With knowledge of the impacts and main restrictions of its operations, our company has developed a sustainability strategy, which is presented in the following chapters.

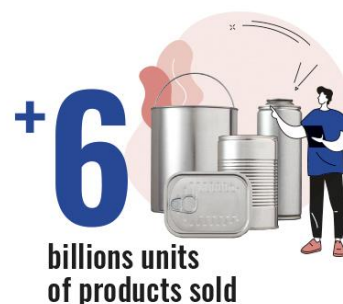
## FINANCIAL

### OUR RESSOURCES :

- Capital
- Wholly family-based shareholding
- Over € 600m € in turnover
- Stable banking relations

### OUR IMPACTS :

- Net income
- Salaries and social charges
- Taxes and local levies
- Shareholder dividends
- Revenue heavily reinvested in the means of production



## RELATIONS

### OUR RESSOURCES :

- Highly diversified client portfolio:
  - wide variety in client sizes
  - revenue not concentrated
- Stable suppliers
- Over 100 years of presence and expertise

### OUR IMPACTS :

- Over 6 billion units of products sold
- Dedicated involvement through national and European trade associations
- Innovative local partnerships
- Strong local presence with technical assistance for clients in the different countries
- Principal production sites hold quality management and food safety certification



## NATURE

### OUR RESSOURCES :

- Raw materials: around 140 kilotons of steel and 3,000 tons of aluminium
- Metal products and waste recyclable and recycled
- Energy: on-site control of gas and electricity
- Gas mostly used for the coating process
- Industrial process using little water
- 16 production sites

### OUR IMPACTS :

- With our packaging, the food canning process limits food waste, does not require energy for storage and vitamins are preserved
- +85.5%: the recycling rate for steel packaging used in Europe in 2020
- Metal: an infinitely recyclable permanent material
- Ever lighter packaging
- Greenhouse gas emissions measured and actions taken to hit our ambitious reduction targets



## SOCIAL

### OUR RESSOURCES :

- 2004 employees
- 2163 on average with temporary.
- 23% of women
- 85% of workers on permanent contracts (out of total including fixed term and temporary)
- More than 50 000 hours of training

### OUR IMPACTS :

- 12 years of seniority on average among staff members
- Less than 9% de turnover for 3 years
- Gender equality index is higher than 75 across our French sites
- Accident frequency rate: : **5,0** (TF1)
- Talents attracted despite tough recruiting context

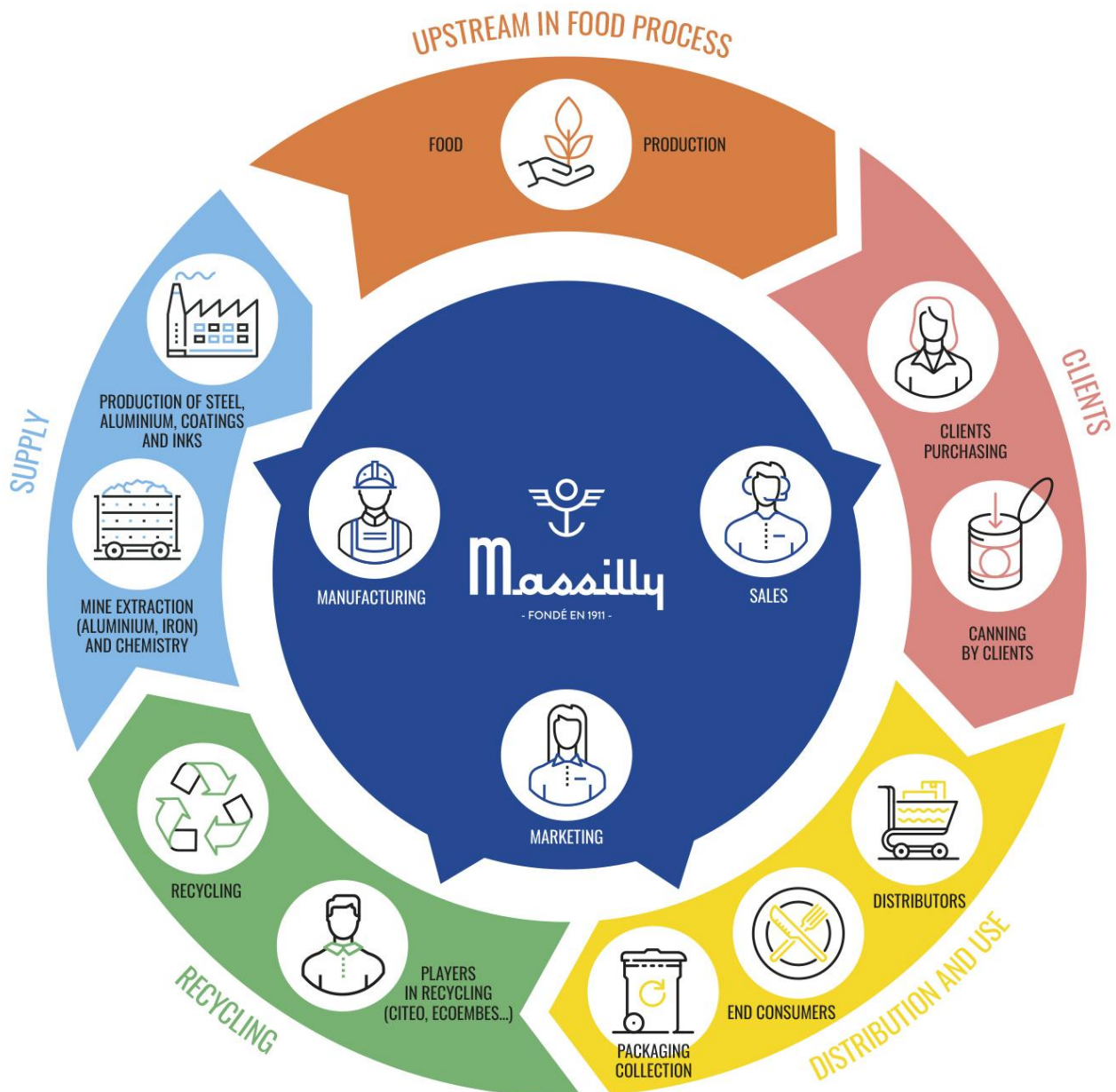
# OUR ECOSYSTEM



Massilly is a corporate leader in metal packaging.

We make tins for canned food, caps, aerosols, industrial packaging, and customised and decorated tins.

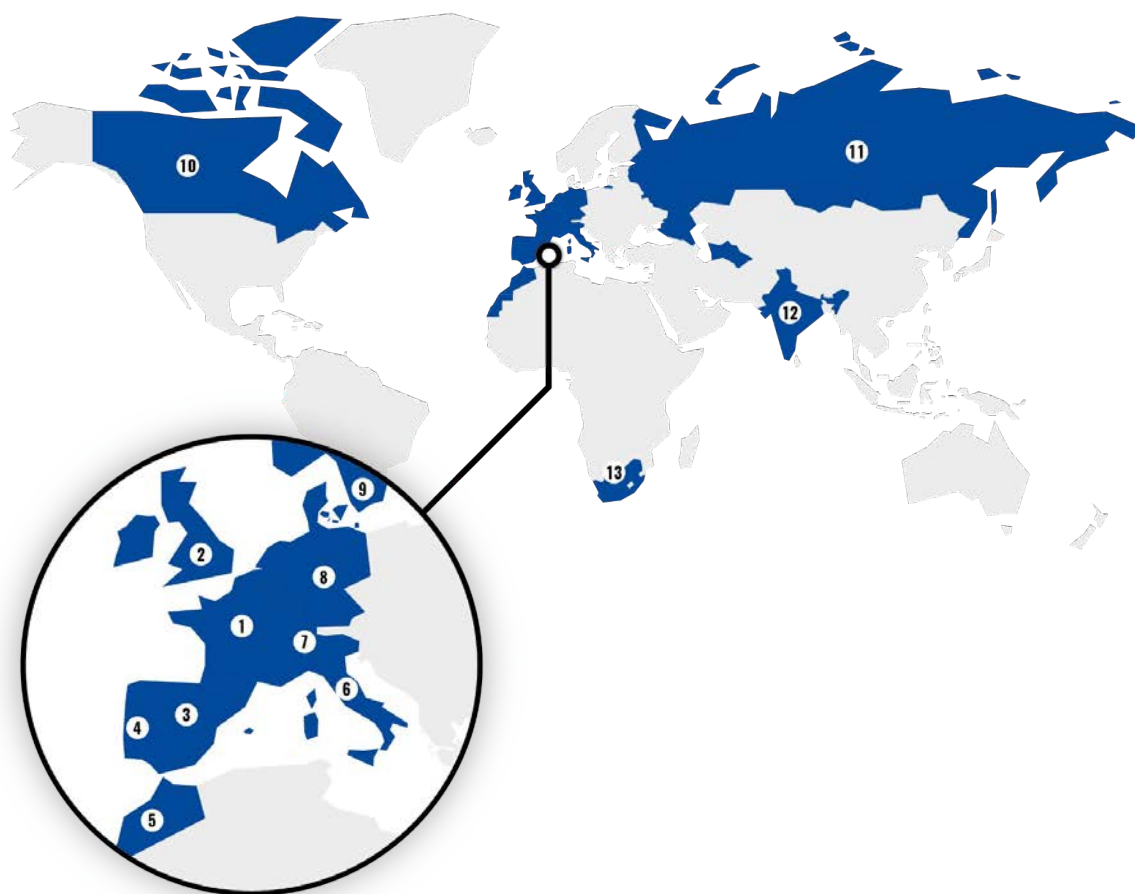
We design and produce packaging equipment for conditioning our metal packaging, and provide a large scale of services to help our customers using in the best way our packaging, and focus on their core activities.



# OUR LOCATIONS



We are based in 13 countries  
through our 25 subsidiaries.



- 1** MASSILLY HOLDING  
MASSILLY FRANCE  
MASSILLY FRANCE - CONSERVOR  
MASSILLY FRANCE - MCM  
MASSILLY FRANCE - FRANPAC  
MASSILLY FRANCE - SAFET EMBAMET  
MASSILLY PRINTING SOLUTIONS  
MASSILLY SERVICES  
MASSILLY SERVICES - SCIM

- 2** MASSILLY UNITED KINGDOM

- 3** MASSILLY IBERICA - GRUMETAL  
MASSILLY IBERICA - IBEREMBAL

- 4** MASSILLY PORTUGAL

- 5** MASSILLY MAROC

- 6** MASSILLY ITALIA - VERIMEC  
MASSILLY ITALIA - EUROGRAF

- 7** MASSILLY SUISSE - LECOULTRE  
MASSILLY SCHWEIZ - STEBLER

- 8** MASSILLY DEUTSCHLAND LKPP  
ADL

- 9** MASSILLY SKANDINAVIEN

- 10** MASSILLY NORTH AMERICA

- 11** MASSILLY RUSSIA - LINAR

- 12** MASSILLY INDIA PACKAGING

- 13** MASSILLY SOUTHERN AFRICA

## OUR ACTIVITIES



CANS



CLOSURES



AEROSOLS



DECORATED  
TIN BOXES



INDUSTRIAL  
PACKAGING



PRINTING



LOGISTICS



TECHNICAL  
SUPPORT



MACHINE

# OUR SUSTAINABILITY STRATEGY



## CONTEXT AND CSR ISSUES

Ever since Massilly was founded, CSR initiatives have existed as our products are designed as sustainable solutions that meet challenges in preservation and quality. Such initiatives have been developed over the course of the century that we have been in business, and the crafting of that policy has accelerated in recent years.

In order to clearly establish the links between our business model and our sustainability strategy, in the second quarter of 2023 we conducted a **review of the CSR challenges** in the Massilly ecosystem based on the **double materiality principle** and in preparation for the upcoming CSRD. That review allowed us to identify not only our material impact on our environment, but also the non-financial risks to which we are exposed, and the opportunities up for grabs. Our objective for 2023 is to put in place policies in response to each of those identified challenges and to structure those policies around initiatives with ambitious objectives.

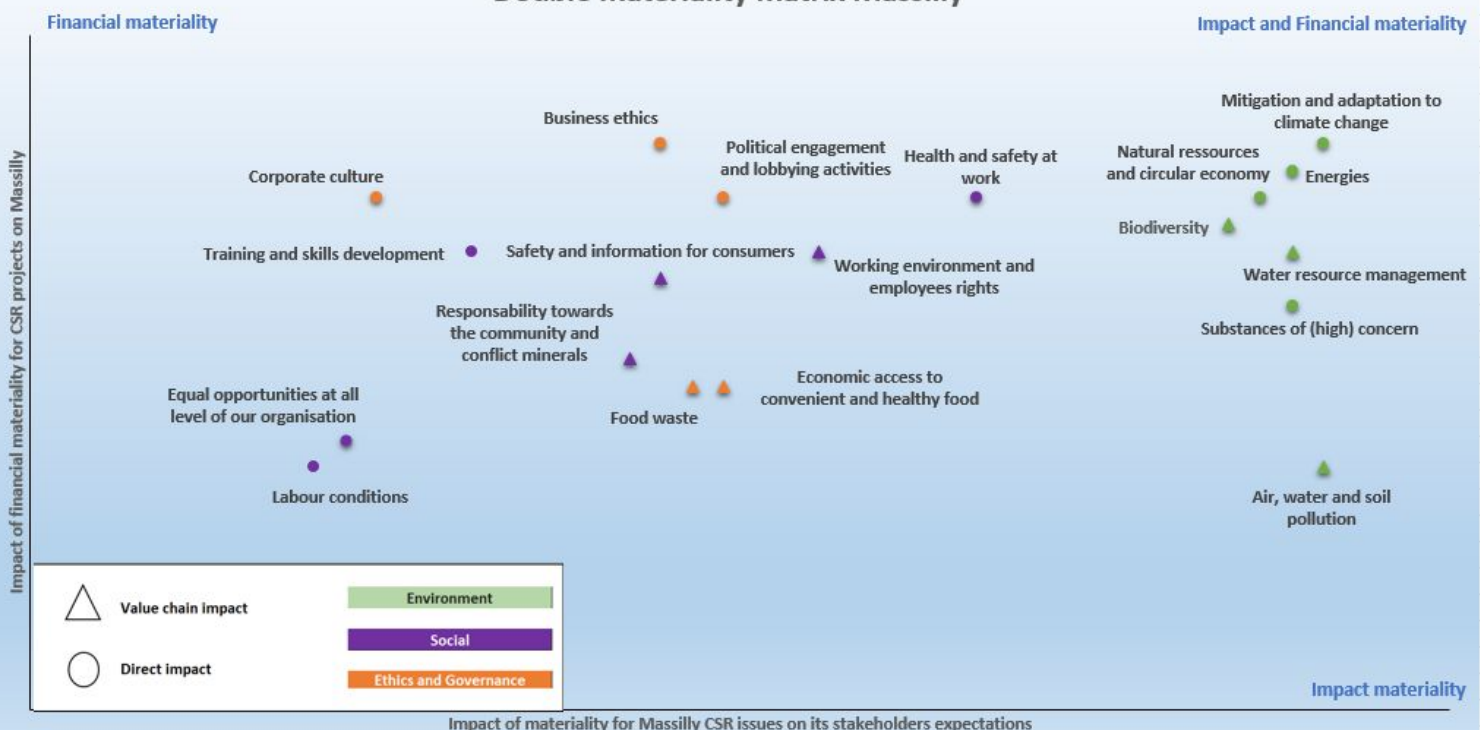
## ANALYSIS OF OUR IMPACTS, RISKS, AND OPPORTUNITIES

In order to map our CSR challenges, we carried out an **analysis of the main risks, opportunities, and impacts** that we face. We analysed those challenges in relation to the main stakeholders in our value chain—suppliers, clients, end-consumers, employees—and the sector's CSR strategies, and evaluated each of them.

We used a risk and impact assessment to evaluate each of the identified challenges. The risks and opportunities were assessed in terms of their frequency of occurrence and their seriousness for the company. The impacts have been divided into two categories: actual impacts and potential impacts. Actual impacts are assessed solely on the basis of their severity, while potential impacts are assessed on the basis of their likelihood of occurrence and their severity for the stakeholders affected.

That assessment resulted in the risk matrix below.

**Double materiality matrix Massilly**



**Our objective? To get our employees, clients, and suppliers on board with an approach that is easy to grasp, positive, sustainable, and one which everyone can identify with.**

## CSR GOVERNANCE

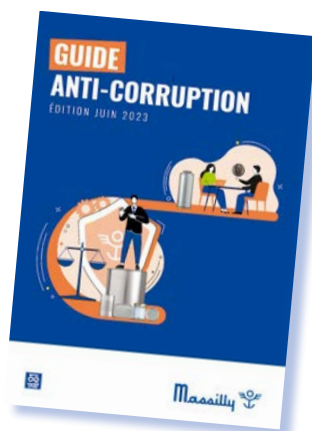
Massilly's CSR challenges are discussed by the **CSR Committee**, which meets at least three times a year. It is led by the CSR Department and includes all the company's key functions as well as the eight members of the Group's Executive Committee: General Management, CFO, HR Director, QHSE, Industrial Operations, Marketing, Business Development, Purchasing, and four managers in charge of key areas: plant operations, capital expenditure, safety, energy/logistics.

Recent decisions taken by the CSR Committee demonstrate our determination to integrate CSR into the management of the company and plan ahead for important issues.

As part of those efforts, the CSR Committee has approved the gradual incorporation of **variable pay** for a **portion of employee compensation indexed to the achievement of CSR objectives**.

The CSR Committee also decided to **plan ahead for the work involved in aligning with the CSRD directive**—which is expected to apply to Massilly from the 2025 financial year—by carrying out an **analysis of shortfalls and a double materiality analysis**.

Other recent important initiatives include the bolstering of **anti-corruption measures** and the roll-out of an **environmental management system**, with the aim of achieving ISO-14001 certification for three sites by 2023.



The Group is committed to **complying** with all laws and regulations that apply to its sites and activities.

One of the key ways to achieve that objective is to conduct **regulatory monitoring**. Various systems and tools have been put in place to address environmental, social, and ethical concerns.

Another essential aspect is the implementation of documented procedures and a structure for **internal auditing** of their correct application. For instance, internal auditing of **human rights** and other social practices is the subject of an annual self-assessment campaign by the Human Resources Department at all the Group's subsidiaries. Similarly, the Administrative and Financial Department documents and verifies the internal processes that contribute to the Group's **anti-corruption measures**. These subjects are further developed under a range of headings in the following pages.



# THE CHALLENGES OF OUR STRATEGY



## CSR STRATEGY

We have summarised our double materiality analysis as 13 main challenges presented below. We have also added 14 priority actions to our strategic plan for 2024 (see next page).

In 2022 **Ecovadis** awarded our company a score of **65/100** in its assessment, which ranks us in the **top 4%** of companies rated by Ecovadis in the “manufacture of other fabricated metal products” industry.

Our CSR strategy is built on four pillars that emerged from our analysis of challenges:



### 1 BUSINESS MODEL AND PRODUCTS

- Business model resilience and responsible lobbying
- Ecodesign and fighting food waste
- Health, safety and quality of products

### 2 BUSINESS RELATIONS

- Client relations
- Social and environmental impacts of the supply chain
- Business ethics

### 3 INDUSTRIAL SITES

- Health and safety at work
- GHG emissions and impact on the climate
- Air, water and soil pollution & water consumption
- Developing local regions

### 4 HUMAN RESOURCES

- Human rights, labour relations and well-being at work
- Attracting and retaining talents, managing skills
- Discrimination, diversity and bullying



# THE 14 PRIORITY ACTIONS OF OUR STRATEGY FOR 2024



## OUR CSR PLAN FOR 2024

Drawn up in 2020, our corporate strategy includes 14 priority CSR actions that are set out below with quantitative or qualitative **targets**. For actions 1 to 5, the reduction targets are calculated for a constant level of output (intensity indicators).

The year's performances and indicators are summarised in the tables of the next two pages. The actions are described through the report in the pages indicated below. Other indicators are used for measuring our performance. They can be found in the pages related to each CSR challenge.

		2024	2030	PAGES
<b>1</b>	<b>ENERGY AND GREENHOUSE GAS EMISSIONS</b> Gas and electricity use at our facilities - Scope 1 and 2	-20%	-40%	40
<b>2</b>	<b>MINIMISE THE USE OF MATERIALS</b> Reducing the thickness of metal used, reducing rejects and material use - Scope 3	REDUCTION		42
<b>3</b>	<b>VOC EMISSIONS/SOLVENT USE</b> Solvents contained in lacquer and other chemical products	-10%		45
<b>4</b>	<b>LIMITING OUR WATER USAGE</b> Actions and awareness-raising for reducing use	REDUCTION		45
<b>5</b>	<b>MINIMISING WASTE</b> Especially dangerous/non-recyclable/landfill waste	REDUCTION weight of waste		45
<b>6</b>	<b>ENVIRONMENTAL MONITORING AT OUR SITES</b> Internal audits for best practices and compliance	100% of sites		45
<b>7</b>	<b>QUALITY AND FOOD SAFETY CERTIFICATIONS</b> FSSC 22000 goals	100% of sites		26
<b>8</b>	<b>SAFETY AT WORK</b> And reduction in work-related illnesses	ZERO accidents	ZERO accidents	38
<b>9</b>	<b>Integrating young people</b> Recruitments/Internships/apprenticeships, etc. /Partnerships with schools	100% of sites		54
<b>10</b>	<b>RECRUITING BEYOND OUR "STANDARD" PROFILES</b> Raising awareness among recruiters about the importance of diversity	100% of sites		54
<b>11</b>	<b>INDIVIDUAL TRAINING PLANS</b> Requirements/developments, professional skills/employability/courses leading to qualifications	100% of sites		54
<b>12</b>	<b>AWARENESS OF OUR CORPORATE VALUES</b> Active promotion of the Codes of Ethics and Conduct	100% of our workforce		56
<b>13</b>	<b>RESPONSIBLE PURCHASING:</b> Mapping and evaluation of strategic suppliers	100% of companies		32
<b>14</b>	<b>LOCAL COMMITMENTS</b> Contributing to local development and charitable work	100% of sites		46

# 2024 CSR PLAN : PERFORMANCE AND TARGETS DASHBOARD



Action 1: Energy consumption on sites and associated GHG emissions		Progress 2022 / 2021	Since 2019	2024 target
kwh/kg product		-1,7%	<b>-5,8%</b>	<b>-20%</b>
t co2/kg product		-1,5%	<b>-4,5%</b>	<b>-20%</b>
GHG from Energy all locations	2019	2020	2021	2022
GHG emissions in t CO2 *	33 186	34 118	37 381	<b>34 381</b>
* calculated based on data Ademe by country for electricity				

Action 2: Metal thickness/weight	actions marquantes
no overall indicator but quantified monitoring of projects to develop lighter products since 2019	800 t / year of metal saved thanks to the development of lighter products (in 2022 /base 2019)

Action 3 : VOC solvents	2019	2020	2021	2022
Solvent equivalent used (tons)	2 351	2 502	2 620	<b>2 362</b>
Grams solvent/ kg product	20,7	20,6	19,8	<b>19,2</b>
Data from 100% of relevant sites				

Action 4 : Water	2019	2020	2021	2022
Water consumption (m3) (2)	25 571	22 710	24 935	<b>22 663</b>
Water in need of treatment	224	644	977	<b>792</b>
Calculated with data from facilities that account for over 98% of our activity				

Action 5 : Waste	2019	2020	2021	2022
Total waste (tons)	25 980	27 460	<b>29 359</b>	<b>27 169</b>
- Recycled ou reused	25 121	26 683	<b>28 455</b>	<b>26 370</b>
- Destroyed or sent to landfill	859	777	<b>903</b>	<b>799</b>
Of which dangerous waste	4,0%	5,1%	<b>6,1%</b>	<b>5,7%</b>
Data from 100% of production sites				

Action 6 : Environmental monitoring at our sites	2022	2024 target
Indicators and performance monitoring on all sites with action plans for improvement		100% of sites
Company-wide environmental management system : 3 sites Iso 14001 certified in 2023		

## PERFORMANCE & TARGETS DASHBOARD

Action 7 : Certifications	2019	2020	2021	2022	2024 target
<b><u>ISO 9001 QUALITY</u></b>					
Number of sites	13	13	15	<b>15</b>	<b>15</b>
% of total production		93%	100%	<b>100%</b>	<b>100%</b>
<b>Food safety</b>					
<b><u>ISO 22000</u></b>					
Number of sites	9	9	9	<b>9</b>	<b>12</b>
% production / food		95%	94%	<b>97%</b>	<b>100%</b>
<b><u>FSSC 22000</u></b>					
Number of sites	5	6	6	<b>6</b>	<b>12</b>
% production / food		78%	77%	<b>77%</b>	<b>100%</b>

Action 8 : Safety at work	2019	2020	2021	2022	2024 target
Frequency rate	6,8	10,5	6,9	<b>5,0</b>	<b>0</b>
Seriousness rate	0,42	0,50	0,40	<b>0,33</b>	<b>0</b>

note : frequency=rate is the number of accidents with leave per million worked hours

Action 9 : Integrating young people	2021	2022
Promoting youth integration in the company via apprenticeships	<b>53</b>	<b>59 apprentices</b>

Action 10 : Recruiting beyond our "standard" profiles	2024 target
Actions for the integration of people with disabilities and creation of a best practices guide for the recruitment to be used by managers	<b>100% of sites</b>

Action 11 : Individual training plans	2021	2022	2024 target
Reinforcement of individual training plans			
Training hours / worked hours	1,99%	<b>1,58%</b>	<b>100% of sites</b>

Action 12 : Awareness of our Corporate values (through end-May)	May 2022	May 2023	2024 target
<u>Roll-out of training actions July 2020 - may 2023</u>			
Number of employees	656	<b>1353</b>	
% of total workforce	34%	<b>63%</b>	<b>100%</b>

Action 13 : Responsible purchasing (through end-May)	May 2021	May 2022	May 2023
Number of suppliers evaluated (purchases of materials, goods, subcontracting and packaging)		76	<b>79</b>
Number of carriers evaluated		15	<b>26</b>
Total no. of suppliers evaluated	62	<b>91</b>	<b>105</b>

Action 14 : Local commitments	2021	2022	2024 target
24 (17 in 2021) sites among 28	<b>61%</b>	<b>86%</b>	<b>100%</b>

note : Les performances des actions 12 et 13 sont mesurées sur la couverture cumulée et non pas sur la durée d'un an, d'où la valeur affichée à fin mai.

# OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS



In September 2015, the 193 members of the United Nations adopted the Sustainable Development Goals. These define 17 priorities to meet by 2030 to set in motion a form of economic development that respects populations and limitations in the planet's resources.

Massilly's actions chime with many of the SDGs; we have decided to focus on three which we feel are particularly pertinent in terms of our activity and our objectives.



## SDG 2: ZERO HUNGER

**Eliminating hunger, ensuring food safety, improving nutrition and promoting sustainable agriculture**

- Helping preserve foodstuffs through canned food and related innovations
- Supporting projects that fight food waste

### EXAMPLES OF CONTRIBUTIONS FROM MASSILLY

#### **Ecodesign and fighting food waste:**

In addition to the advantages of canned food in the fight against food waste, Massilly is working on solutions in tin resealing (eating on the move and consumption in several stages).

#### **Developing local regions:**

Massilly partners with EcoCook, a charity that transforms and makes use of unsold food products from supermarkets and local producers. The company also contributes to other initiatives helping to fight food waste in France and abroad, working alongside local associations, food banks and/or clients.



## SDG 8: DECENT WORK AND ECONOMIC GROWTH

**Promoting growth that is strong, inclusive and sustainable, full employment that is productive, and working conditions that are decent for all.**

- Offering apprenticeship opportunities for young people, and promoting professional integration
- Putting forward schemes in skills development
- Applying measures that ensure equal opportunities and fair working conditions

**+50 apprentices**

**53 000 hours of training**



## SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

**Ensuring sustainable consumption and production trends**

- Developing ecodesign in products and making more responsible choices of materials and production means
- Working with clients and suppliers committed to a sustainable approach

**All metal scraps recycled**

**Reducing the weight of products**

### EXAMPLES OF CONTRIBUTIONS FROM MASSILLY

#### Human rights, labour relations and well-being at work

*Massilly respects the fundamental conventions of ILO, guarantees a decent salary and offers a healthy social dialogue.*

#### Attracting and developing talents, managing skills

At many of its sites, Massilly is one of the leading local employers. The company recruits apprentices at its sites in France and does so abroad where this status exists. It has also introduced training courses for employees to strengthen and broaden their skills, improve their level of independence and highlight the value of what they do.

#### Discrimination, diversity, bullying

Massilly's Code of Ethics promotes our company's undertakings in fighting discrimination. The whistleblowing scheme is a tool that helps prevent and deal with cases of bullying and discrimination.

### EXAMPLES OF CONTRIBUTIONS FROM MASSILLY

#### Fighting food waste:

Massilly is working on reducing the weight of its products and improving their recyclability, as well as on the materials used. To make it easier to recycle products, Massilly tends to use single-material solutions and improved components, like PVC-free caps..

#### Social and environmental impacts of the supply chain

Massilly works with many SMEs. The suppliers of our raw material and packaging are surveyed and evaluated on their environmental, social and ethical practices.



- Massilly Services - Energy-efficient capping machine wins the 2022 packaging Oscar in the CSR category
- ADEME campaign using one of our box sets to promote reuse
- Eco'cook partnership to recycle unsold food
- Massilly Grumetal - Aerosol quality testing





# BUSINESS MODEL & PRODUCTS



**BUSINESS MODEL RESILIENCE  
AND RESPONSIBLE LOBBYING**

**ECODESIGN AND FIGHTING  
FOOD WASTE**

**HEALTH, SAFETY AND QUALITY  
OF PRODUCTS**



# BUSINESS MODEL RESILIENCE AND RESPONSIBLE LOBBYING



## WHAT IS THIS ABOUT?

- Massilly's resilience in the face of climate change
- Responsible lobbying and challenges associated with the circular economy

## OBJECTIVES

- Implement a climate change resilience action plan

## ACTIONS

- Identification of the risks, impacts, and opportunities associated with climate change
- Assessment of the company's carbon footprint for scopes 1, 2, and 3 (see page 41)
- Participation in the Life Cycle Assessment (LCA) of the METAL PACKAGING EUROPE industry federation

These sensitive issues are being addressed by the senior management team.  
The expertise of the marketing and CSR Divisions is regularly called upon.

**Climate change can have operational and financial impacts on our activities. Its effects can influence demand, regulations, facilities, supply chains, and more.**

## EVALUATIONS

Our strategy takes account of the medium- and long-term impact of climate change on our business model, and our aim is to maintain a flexible organisation capable of adapting to increasingly severe climatic and economic hazards.

Led by senior management, Massilly is contributing to initiatives undertaken by industry federations to promote the benefits of our products.

## IMPROVEMENTS AND PERFORMANCE INDICATORS

### MASSILLY'S RESILIENCE IN THE FACE OF CLIMATE CHANGE

We conducted a specific vulnerability study to analyse the impact of various climate events on our business and our value chain.

#### RISKS IDENTIFIED:

- Dependence on ecosystems, biodiversity throughout the downstream chain with clients linked to agriculture and fishing.
- Canning clients more or less directly affected by extreme heat: risk of a reduction in the volume used or relocation of such clients.
- Sensitivity to extreme heat and heatwaves at the sites; potentially poorer working conditions requiring planning ahead for the reorganisation of certain operations.
- Physical risks linked to climate hazards, such as flooding at certain sites, and rising temperatures, which may require investment in buildings.
- Transport of materials or end-products could be affected by climate change. (e.g. river transport owing to drought or flooding of the road network).

- The carbon impact of our materials (steel, aluminium) could result in additional purchasing costs due to carbon taxes or other levies.
- Massilly's industrial activity is reliant on fossil fuels, not least natural gas.

#### OPPORTUNITIES IDENTIFIED

- Canned (appertised) food retains its nutritional qualities without preservatives and without the need for refrigerated storage—all at a cost that remains affordable for consumers.
- These benefits advance progress in relation to other food packaging formats and contribute to resilience to crises.

The Massilly Group is working to mitigate such risks, in particular by reducing its carbon footprint and its dependence on fossil fuels.

### RESPONSIBLE LOBBYING AND THE CIRCULAR ECONOMY

Massilly is a member of various French and European industry federations (Metal Packaging Europe, SNFBM, AME, etc.) and participates in the dissemination of information on the positive impacts of metal packaging, such as its recyclability and its anti-waste impact.

Those collective actions include life cycle analyses (LCAs) validated by a third party and the calculation of recycling rates.

Massilly puts forward arguments, backed up by reliable sources.

## UPCOMING ACTIONS

The Group's strategy incorporates the challenges of climate change in terms of adaptation and mitigation.

It favours flexibility and adaptability in a context of increasingly sensitive changes and uncertainties, and remains attentive to changes in its partners, markets, and regulations.

# ECODESIGN AND FIGHTING FOOD WASTE



## WHAT IS THIS ABOUT?

- Reducing the use of materials
- Energy efficiency
- Reducing internal/external waste
- Recycling
- Reducing food waste

## OBJECTIVES

- Continue our efforts to minimise the weight and thickness of our products
- Reduce the rates of scrap from our production lines
- Improve our production equipment and methods

## ACTIONS

- In Europe, 85.5% of metal packaging is collected and recycled
- Industrial impacts identified and integrated into the management system and priority actions

The ecodesign of our products is overseen by the company's manufacturing and QHSE departments. Of course, our design process also takes account of the needs of our clients and changes in the applicable regulations.

**Metal cans, caps, and metal packaging formats in general have important benefits in terms of recyclability and combating food waste. Driven by that firm conviction, Massilly continues to work and innovate to reduce the impact of the materials and energy we use to produce such packaging.**

## EVALUATIONS

We have worked with our industry federations to conduct a full **life-cycle analysis (LCA)** of metal packaging: from raw materials to transformation, transport to the end client, and end-of-life management. This makes it possible to evaluate the effective recycling of the metal used in our products.

Our continuous improvement and ecodesign efforts focus primarily on:

- Optimising our use of materials, **reducing the thickness of the metal** and thereby the weight of our products and packaging (Action 2 in the Strategy), while also working to minimise waste and scrap.
- The **energy efficiency** of our sites, particularly their production equipment and processes (see GHG energy page). Energy intensity was reduced by almost 6% between 2019 and 2022.

## IMPROVEMENTS AND PERFORMANCE INDICATORS

### REDUCING THE WEIGHT OF OUR PRODUCTS

Metal is our primary raw material and accounts for a significant proportion of the carbon footprint of our products. Reducing the weight of packaging is an important and ongoing area of innovation for the Group. A new-generation can used for food packaging weighs up to 46% less than such cans did 30 years ago (Source: APEAL).

We are working with our suppliers and clients to maintain the existing performance characteristics of our products while using ever thinner metal.

### WORK ON USED MATERIALS

We make our products out of a single material so that they are easier to recycle.

We offer a range of PVC-free caps, which require less energy to produce compared to conventional caps.

We use as little secondary packaging as possible, especially any made of plastic. These recent changes to the packaging of our caps have reduced our plastic consumption by 13 metric tons annually.

### MORE ENERGY-EFFICIENT EQUIPMENT

We have long supplied clients with capping machines which make it possible to cut energy and water consumption in half and reduce noise (by 20 dB) to levels well below the industry standard. In 2022, our MY ECO 3000 capping machine won the **Oscar for Packaging in the CSR category**. Our investments take CSR criteria into account, and we give priority to equipment that limits our environmental impact (energy, water, noise, etc.).

### REDUCING SCRAP AND WASTE AT OUR SITES

One of the challenges we face in terms of manufacturing efficiency is reducing the rate of scrap from our production lines.

At the Group level, we have established detailed reports on the different types of waste generated (*see the section on "Pollution" for further details of our waste management policies*).

We work with our partners (suppliers, users, service providers) to achieve more direct and complete recycling of some of our waste (reintegration of metal, reuse of cardboard, etc.).

### REDUCING FOOD WASTE

In addition to the advantages of metal packaging in the fight against food waste, Massilly is working on ways to make food cans resealable (so that consumers can eat on the move and consume the contents in several sittings).

## UPCOMING ACTIONS

Continued work—both in-house and with our supplier and client partners—on improvements to reduce our consumption of resources and our environmental impact.

# HEALTH, SAFETY, AND QUALITY OF OUR PRODUCTS



## WHAT IS THIS ABOUT?

- Quality for the client and the end-consumer
- Respecting regulations and food safety
- Vigilance regarding materials

## OBJECTIVES

- Food safety and quality certification for 100% of our sites - Action 7 of our Plan

## ACTIONS

- Our 15 production sites have the ISO-9001 quality certification
- 9 of our 11 food packaging production sites hold the ISO-22000 or FSSC 22000 certification

These issues are overseen by the Group's QHSE department.  
There are QHSE managers at all our production sites.



One of the issues to which we pay the most attention is that of the reliability and quality of our packaging—particularly the whole of our food packaging range, which protects vegetables and powdered baby milk alike.

## EVALUATIONS

The QHSE department is responsible for quality and food safety issues. All quality issues and client complaints are monitored, analysed, and reported on using collaborative tools that provide an overview of the Group's quality challenges. The regulatory monitoring we have put in place means that we can stay informed and draw up action plans to comply with the requirements.

## IMPROVEMENTS AND PERFORMANCE INDICATORS

### CERTIFICATIONS AND CONTINUOUS IMPROVEMENT

Our major production facilities and the company as a whole hold the ISO-9001 **quality** certification. Many sites are also **food safety** certified (see the table on p13). The company is committed to always adopting a continuous improvement approach. Today, the main risks in quality relate to damaged cans, leakages, and contaminations.

Our company has documented its commitments and detailed the associated procedures in its manual for managing food safety and quality.

Compliance with regulations is one of the cornerstones of our quality policy, especially with regard to food packaging.

Approved products, mainly metal and coating lacquers, are used at all of our production sites to meet the requirements of the client markets served.

**Regulatory monitoring** is organised both in-house and with the metal packaging associations in France and Europe. Such monitoring includes vigilance with respect to the materials that could be subject to potential regulations in the future. Our technical experts work closely with our suppliers to stay informed of any developments concerning substances of concern and to set up validation tests for new materials supplied.

For example, since French regulations changed, the coatings we use for food cans at our French sites no longer use bisphenol A (BPA), while other plants also offer BPA-free solutions for foreign clients.

For several years, we have been using a system for managing food safety and quality, applied to each site and documented in our manual.

The aim of our 2024 Plan is for all production facilities manufacturing food packaging to have the ISO-22000 or FSSC 22000 food safety and quality certification. **Two additional sites were certified in the first half of 2023.**

## UPCOMING ACTIONS

- Continued monitoring of regulations and developments in materials in order to offer the best available solutions.
- Continued roll-out of certifications to cover all production sites (Action 7 of the Plan p.17).



- Steel coil
- Massilly Services - Qualiopi certification for client training
- Massilly France - Client communication on our decorated cans
- Massilly Eurograf - Creation of a reusable metal cup
- Massilly Switzerland - Preparation of end-of-year client gifts

# BUSINESS RELATIONS

CLIENT RELATIONS

SOCIAL AND ENVIRONMENTAL IMPACTS  
OF THE SUPPLY CHAIN

BUSINESS ETHICS



# CLIENT RELATIONS



## WHAT IS THIS ABOUT?

- Client selection
- Client satisfaction
- Informing consumers transparently and reliably

## OBJECTIVES

- Make a commitment to always do our utmost to satisfy our clients
- Always communicate transparently on the recyclability of metal packaging

## ACTIONS

- 85% overall client satisfaction rate.
- Relationships built over the long term with numerous partner clients.
- A diversified range of products and services to suit everyone's needs.

Client relations are overseen at the Group level by our sales and development department.

Massilly's sales policy is based on our desire to help our clients—big or small—get the best products and services.

## EVALUATIONS

The Massilly sites work with a diverse range of clients. The Group's top 15 clients account for less than 25% of Group sales.

Commercial relationships are long-term undertakings.

## IMPROVEMENTS AND PERFORMANCE INDICATORS

**Our responsiveness and flexibility in serving clients of all sizes are seen as strategic assets.**

The Group is organised to serve both **large international groups** and **local SMEs**. The various printing and manufacturing technologies used by the Group enable us to offer customised products in small production batches.

Massilly Services offers a range of capping machines to cover both high-speed requirements for large volumes and machines more suited to small-scale producers.

It also designs packaging production lines (dosing, crimping, capping).

Technical experts in several countries provide local support for personalised services, including assistance with product implementation, audits, and training.

Through its involvement with many of its clients' industry federations in the various countries where we operate, Massilly is committed to keeping pace with technical developments (matching containers to contents, process constraints) and regulatory changes for food packaging, aerosols, and industrial cans.

We encourage our clients to use the METAL RECYCLES FOREVER logo on all our products,

environmental labelling, and sorting instructions in the country of distribution.

Massilly supports the efforts of industry federations to promote the qualities and enhance the image of canned foods (Nutriscore printing, educational communication campaigns, open days).

In France, we are a member of the Uppia association, which brings together metal packaging suppliers and canned-food producers. Uppia promotes canned foods and their advantages to consumers.

**We are keen to make our packaging easy for consumers to use (easy opening, raised lettering on hazardous products for partially sighted people, etc.).**

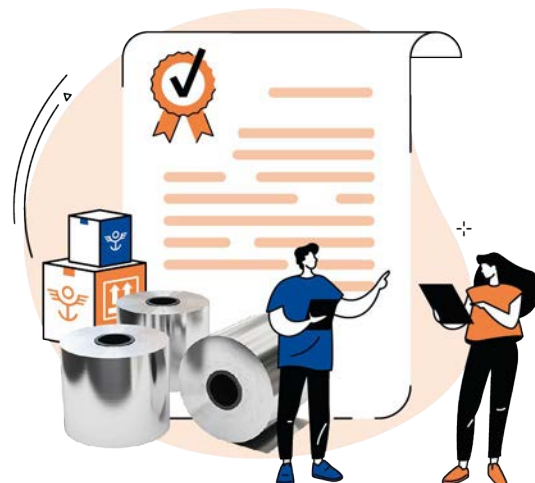
Projects for improvement are carried out alongside many clients. In particular, some projects aim to reduce the thickness of the packaging, reduce transport flows, and use components and accessories with a reduced environmental footprint.

Client satisfaction surveys are carried out regularly to identify areas for improvement. In 2022, the 174 responses showed an overall satisfaction rate of 85%.

## UPCOMING ACTIONS

- Promotion of our range of **training courses leading to a certification** for our clients to help them optimise their packaging processes.
- Transparent promotion of the benefits of metal packaging.
- Continued proposal of **improvements and innovations** (see "Ecodesign and the fight against food waste"), and in so doing position ourselves as an essential partner.

# SOCIAL AND ENVIRONMENTAL IMPACTS OF THE SUPPLY CHAIN



## WHAT IS THIS ABOUT?

- Complying with the guidelines for good relationships with suppliers
- Conflict minerals
- Managing the impact on the value chain and evaluating suppliers

## OBJECTIVES

- Appropriate payment periods and compliance with legal deadlines
- Long-term work with suppliers and partners
- Traceability of tin, a conflict mineral
- Evaluation of suppliers on matters pertaining to CSR

## ACTIONS

- Main suppliers present for over five years.
- Majority of SMEs among our service providers.
- More than 100 suppliers evaluated: main suppliers of materials, goods, subcontracting, and services.
- Discussions on decarbonisation with transport operators.

Supplier-related issues are managed by the Purchasing and Supply Chain Departments. Although senior management does not deal with purchasing directly, it oversees the subject at the Group level.



Massilly is committed to a **Responsible Purchasing policy** whereby it evaluates its primary suppliers in terms of **their management of social and environmental impacts.**

## EVALUATIONS

Massilly's responsibility with regard to its suppliers applies as follows:

- Massilly's adherence to the commitments made to its suppliers.
- Massilly suppliers' management of their social and environmental impact—both positive and negative.

Monitoring of strategically important suppliers is handled by the Purchasing Department. The Administrative and Financial Department is also involved in compliance checks when new suppliers are created, and in monitoring payment deadlines. A CSR assessment for our major suppliers has been drawn up and rolled out; it is consistent with the existing procedures: quality/food safety, anti-corruption.

## IMPROVEMENTS AND PERFORMANCE INDICATORS

### COMPLYING WITH THE GUIDELINES FOR GOOD RELATIONSHIPS WITH SUPPLIERS

Massilly has established administrative procedures (legal, fiscal, financial, and IT) for entering into partnership with a new supplier.

The Group's sites are committed to purchasing from local SME suppliers where possible and appropriate: pallets, transport, and other services.

Massilly also endeavours to nurture long-term partnerships with its suppliers for the benefit of both parties.

Our payment policy complies with all legal and contractual payment deadlines and we negotiate realistic, reasonable payment conditions.

Suppliers are informed that our whistleblower hotline may be contacted if they fail to comply with our ethical values.

### CONFLICT MINERALS

In order to ensure the origin of the tin contained in our products, Massilly has established a Conflict Minerals Procedure whereby it formally and regularly questions its suppliers about their tin supply chains.

### MANAGING IMPACTS ON THE VALUE CHAIN AND EVALUATING SUPPLIERS

Massilly gives its suppliers its Ethics Charter and asks them to sign a **"CSR commitment"** to comply with it:

- environmental best practices,
- human rights through the fundamental conventions of the ILO,
- regulations to combat corruption and anti-competitive practices,
- compliance with international sanctions,
- the GDPR for data protection

Furthermore, an assessment is carried out on the CSR risks and maturity of the main suppliers.

As of late May 2023, 105 suppliers had been evaluated. The Group closely monitors any changes made by suppliers to reduce their carbon footprint, particularly metal suppliers, given the large part that they play in our carbon footprint.

With transport operators, the possibility of alternative modes of transport or vehicles/fuels with lower carbon emissions is always discussed.

## UPCOMING ACTIONS

- Continued pursuit of our approach to communication with suppliers to jointly develop the best solutions for decarbonisation and the environment.
- Continued evaluation of key suppliers and promotion of efforts to strengthen their CSR approach.
- Reinforcement of compliance checks (KYS procedure).

# BUSINESS ETHICS



## WHAT IS THIS ABOUT?

- Fighting corruption
- Complying with competition law
- Protecting personal data
- Tax

## OBJECTIVES

- Reinforce anti-corruption measures in line with the Sapin II law
- Compliance with the GDPR
- Regulatory monitoring to ensure compliance
- Payment of taxes in the countries where the profits are actually made

## ACTIONS

- New mapping of corruption risks
- Publication of an anti-corruption guide
- 1,353 employees (63% of our global workforce) trained on the whistleblowing process and the application of our Code of Ethics.
- Paying taxes in the countries where the sites are located.

These subjects are coordinated by the Group CSR Department.

For Massilly, **doing business ethically** means complying with the laws of each country, making sure to comply with competition and intellectual property laws, introducing the means to fight corruption, **paying contributive tax**, and protecting personal data.

## EVALUATIONS

The Group's **Ethics Charter and Code of Conduct** set out the values and principles that all employees are expected to comply with, particularly with regard to business ethics.

In early 2023, Massilly drew up its **corruption risk map** with the help of external consultants.

Massilly is committed to paying its taxes in the countries where its operations are actually carried out. The company pays taxes in all the countries in which it operates. The holding company is based in France, where it pays its taxes.

## IMPROVEMENTS AND PERFORMANCE INDICATORS

Our Ethics Charter is available on our website in five languages and has been translated into the Group's main languages.

Training on the Ethics Charter, which includes topics such as corruption and the use of the whistleblowing hotline, was rolled out to **1,353 employees** by the end of May 2023.

### FIGHTING CORRUPTION

The **mapping of corruption risks** has made it possible to target activities and positions at risk and to roll out an action plan to strengthen our anti-corruption measures (procedures, internal auditing, training). A **follow-up report** on the measures is presented to the Executive Committee and the CSR Committee at least once a year.

An **anti-corruption guide** for employees has been drawn up and employees in **positions exposed to corruption risks** will receive specific training.

### COMPLYING WITH COMPETITION LAW

Massilly is committed to compliance with competition law and transparent business practices.

The company, which is both profitable in its markets and present in highly competitive markets, is not in a dominant position and does not conduct its business in an anti-competitive manner.

Any actual or suspected anti-competitive practices can be reported via the Group's whistleblowing system.

### PROTECTION OF PERSONAL DATA

Massilly's activities do not involve handling personal data. However, in **compliance with the GDPR**, the company has appointed a DPO to maintain a register of processing operations and implement a timetable for the protection and retention of personal data. There have been no incidents or complaints on this subject.

Cybersecurity is a priority for the Information Systems Department. The security of access rights is continuously ensured in-house and with external service providers. All employee users are trained and made aware of the issues several times a year.

### WHISTLEBLOWING

The whistleblowing contact address ([ethic@massilly.com](mailto:ethic@massilly.com)) can be reached in-house and by third parties for all issues relating to ethical conduct (corruption, competition, personal data) or human relations (discrimination, harassment).

To that end, a procedure (revised in 2023) has been made available to all on our website. Two compliance officers have been appointed to ensure that the system is effective and monitored.

Since 2020, three alerts have been recorded, **none of which related to corruption, anti-competitive practices, or personal data breaches**.

## UPCOMING ACTIONS

- Completion of the roll-out of training on our Ethics Charter and Code of Conduct to all our employees (Objective 2024 Action 12 of the Plan).
- Specific training for the 120 people in positions most exposed to the risk of corruption.
- Continued pursuit of initiatives to strengthen our understanding of business ethics and, in particular, anti-corruption measures.



- Massilly Franpac - Installation of the new incinerator
- Massilly Morocco - First-aid training
- Massilly Printing Services - New coating line
- Massilly India - Safety campaign



# INDUSTRIAL SITES

HEALTH AND SAFETY AT WORK

GHG EMISSIONS AND IMPACT  
ON THE CLIMATE

AIR, WATER AND SOIL POLLUTION  
& WATER CONSUMPTION

DEVELOPING LOCAL REGIONS



# HEALTH AND SAFETY AT WORK



## WHAT IS THIS ABOUT?

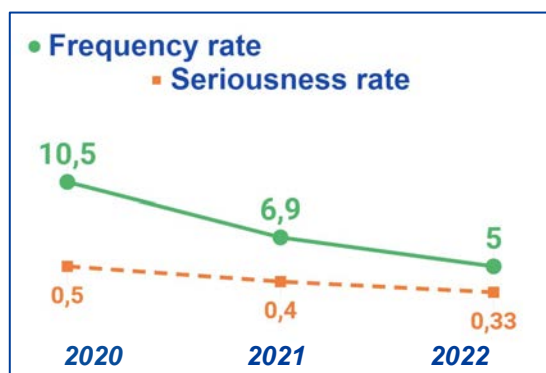
- Preventing and reducing workplace accidents and illnesses

## OBJECTIVES

- Action 8 of the Plan = zero-accident target
- Reduce the rate of workplace accidents
- Reduce the number of work stoppage days for injury or sickness

## PERFORMANCE INDICATORS & KEY FIGURES

2022 indicators showing improvement:



*Safety-themed drawing competition for the children of our employees in Spain*

The safety policy is coordinated at the Group level and applied by safety officers at all our manufacturing sites.



The safety of employees and service providers is treated as a **priority** at all the Group's on-site meetings.

## EVALUATIONS

The sites are **regularly reviewed** to evaluate their maturity with regard to the various issues and the progress of initiatives. The topics of accident analysis, training, protective equipment, chemical risks, fire safety, and arduous work are always included in the reviews.

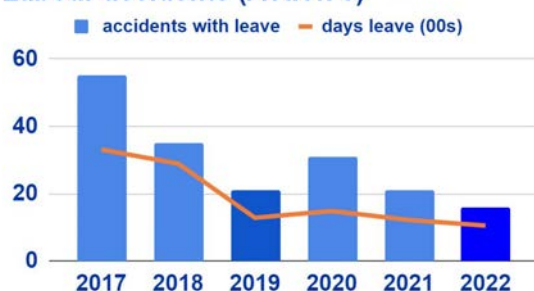
**Documented risk assessments** are conducted at all the sites and are updated at least once a year or when major changes arise (the "Single Occupational Risk Assessment Document", known as DUERP in French).

**Prevention of newly identified risks** takes place whenever an accident occurs as well as any time a risky situation is noted. All sites are immediately informed so that they can take the appropriate protective measures. Furthermore, our **regulatory monitoring** alerts us to priority measures.

## IMPROVEMENTS AND PERFORMANCE INDICATORS

The number of **accidents with work stoppage** continues to fall, to 16 by 2022, with 6 sites achieving the zero-accident target.

Labour accidents (Action 8)



**Occupational illnesses** are also declining sharply (6 cases reported in 2022, 12 in 2021, 7 in 2020). This is the result of measures taken over several years in conjunction with the occupational health department to redesign workstations and automate processes, thereby freeing employees from repetitive movements and the need to carry heavy loads.

The safety culture disseminated throughout the Group is based on the following structure:

- **Essential safety rules** translated into all local languages and disseminated at all our sites,
  - **Indicators & reports:** accidents, near misses and treatment, frequency and severity rates, occupational illnesses, calculating the cost of unsafe working conditions
  - **Safety policy and strategy** posted with annual Group and subsidiary action plans and an annual Group safety meeting.
- In addition to the general accident prevention measures, the following is also worth mentioning:
- Dedicated measures and prevention plans for **atypical operations** such as installation, maintenance, working at height, etc.
  - Targeted actions to reduce the **arduous nature** of certain jobs as well as exposure to chemicals.
  - A specific tool for **chemical risk** evaluations by the sites
- Training** for all those involved is an essential part of safety initiatives:
- **All new recruits** on a site—whether on a permanent or fixed-term contract—receive safety training. We are also especially vigilant in the case of **temporary workers**.
  - **Managers** are trained and receive support in their management of safety issues.
  - For **subcontractors**, a single model prevention plan is in place to analyse risks and identify appropriate preventive measures. When subcontractors have a major presence on the site, they participate in the main training courses..
- Awareness-raising** initiatives have been developed and are regularly renewed:
- **Educational films** with testimonials from Massilly employees who have experienced accidents.
  - **Fun activities** to explain the causal links between risks and accidents. (escape game)
  - Participation in the **ILO's World Day for Safety and Health at Work**, through collective and unifying events held at many sites.

## UPCOMING ACTIONS

- New "interactive" training course to help all employees, not just forklift drivers, understand the risk of forklift-truck and pedestrian accidents
- Expansion of chemical risk management to sites using small quantities of such products.

# GREENHOUSE GAS EMISSIONS AND IMPACT ON THE CLIMATE



## WHAT IS THIS ABOUT?

- Greenhouse gas emissions under scopes 1, 2, and 3
- Impact of our material usage
- Energy consumption
- Logistics and transport emissions

## OBJECTIVES

- Reduce energy consumption and the associated greenhouse gas emissions by 20% by 2024 (compared to 2019 production levels) Action 1 of the Plan
- Optimise our use of materials, the primary contributor to scope 3 greenhouse gas emissions
- Improve logistics and reduce transport impacts

## ACTIONS

- The Group's overall carbon footprint calculated in 2021 based on data from 2020 (presented below)
- Reduction in energy consumption and its carbon impact (approximately -4% since 2019, see details on p12)
- Action plans for improvements in materials, freight, and travel
- Training and awareness-raising initiatives

These issues are coordinated at the Group level by the CSR department with the involvement of the purchasing department for logistics and the QHSE and manufacturing departments for energy.

It is now indisputable that **greenhouse gas (GHG) emissions** must be drastically reduced worldwide in order to limit global warming and its consequences. As a player in the metallurgical industry, **Massilly is committed to reducing its energy consumption** to contribute to that collective effort.

## EVALUATIONS

### RESULTS OF OUR CARBON FOOTPRINT ASSESSMENT

- **Total (Scopes 1, 2, 3): 373,050 tCO<sub>2</sub>eq** based on activity and **data from 2020**  
**See graphs below for details**

- This amounts to 2.7 t CO<sub>2</sub>e per metric ton of product sold (excluding glass distribution).

*NB: Emissions were calculated with assistance from the firm BL évolution according to the Bilan Carbone® method, the results of which are compatible with the ISO-14064 standard, the GHG protocol, and regulatory GHG Emissions reporting.*

### EMISSIONS AVOIDED THANKS TO THE RECYCLING OF OUR WASTE AND PRODUCTS:

- Emissions avoided thanks to waste recycling: 15,529 tCO<sub>2</sub>eq
- Emissions avoided thanks to recycling of products sold: 60,022 tCO<sub>2</sub>eq

*NB: The emissions avoided correspond to a reduction in emissions outside Massilly's business scope, thanks to the availability of recyclable material from the recycling of waste and products sold, on the basis of new material.*

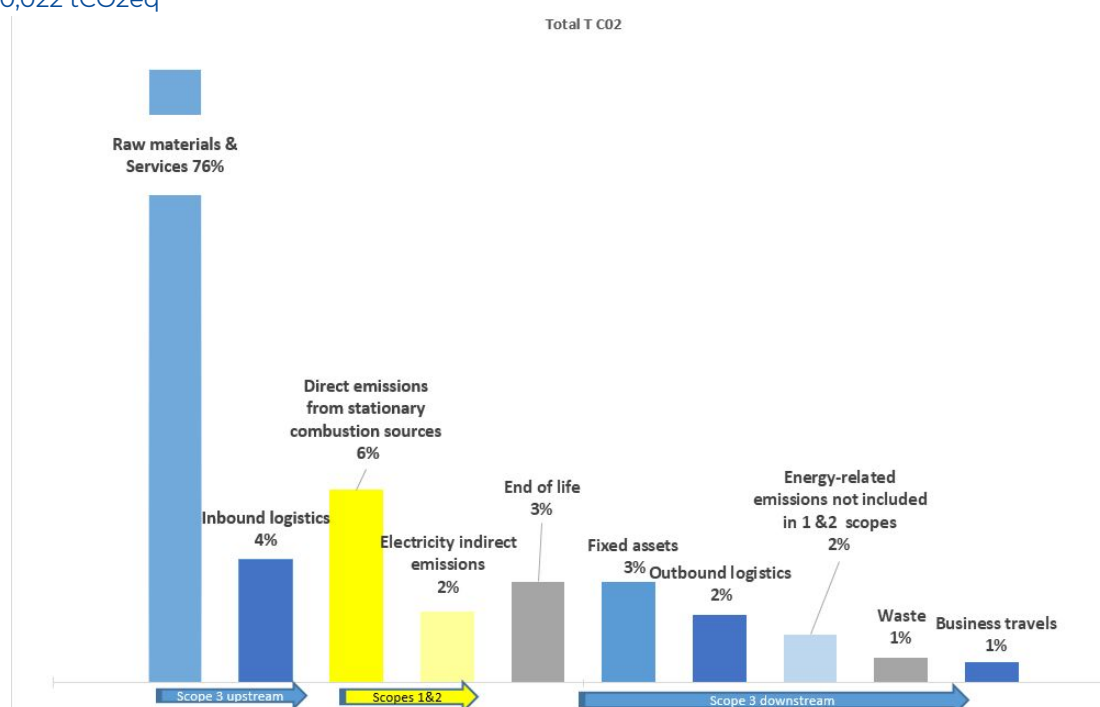
*They have been calculated on the basis of the difference in emissions generated by the production of new and recycled steel and the share of new material in raw material purchases. They must not be added to or subtracted from the GHG emissions linked to Massilly's activity.*

## MAIN ITEMS

The first three items account for more than 90% of our emissions:

- **Purchases of materials:** metal, coatings and seals, secondary packaging
- **energy:** natural gas, electricity
- **freight:** road and maritime

The mitigation actions for these three items are described below.





energy consumed	2019	2020	2021	2022
GWh gas and fossil fuels	118.6	121.0	133.1	<b>119.7</b>
GWh electricity	52.2	54.5	57.2	<b>55.0</b>
of which certified renewable origin	0.0	0.0	18.0	<b>9.1</b>
of which self-generated solar energy	0.0	0.02	0.1	<b>0.3</b>
intensity kWh per kg of prod.	1.50	1.45	1.44	<b>1.42</b>
intensity kWh per € of revenue*	0.43	0.42	0.41	<b>0.31</b>

\* for this calculation, revenue excludes glass distribution

## IMPROVEMENTS AND PERFORMANCE INDICATORS

The Group's strategy includes reducing its carbon footprint. The investment process includes an assessment of CSR issues, in particular decarbonisation. The in-house price of carbon has not been determined and the Group does not purchase carbon credits.

### PURCHASES (RAW MATERIALS AND CONSUMABLES)

Steel and aluminium purchases account for 80% of emissions from raw materials purchases and 60% of the overall carbon footprint.

The integrated recycled steel rate is 56% (Europe average). Increasing the share of recycled steel would make it possible to reduce emissions associated with raw material purchases, but Massilly has little leverage in this respect, as it is heavily dependent on the sector at global level.

The use of recyclable and recycled materials in the production of **products that are themselves recyclable and recycled** generates avoided emissions for the next user of the recycled material.

#### IMPROVEMENT INITIATIVES

- Developing lighter products by reducing the thickness of the metal used
- Reducing the use of coatings (see p49)
- Reducing secondary packaging
- Working on waste recycling (see p 49)

### ENERGY

In our 2020 carbon footprint, natural gas used in manufacturing processes accounted for 69% of energy-related emissions (i.e. 24,870 tCO<sub>2</sub>e out of a total of 35,900 tCO<sub>2</sub>e), and electricity accounted for 26% of those emissions (i.e. 9,520 tCO<sub>2</sub>e).

**Energy consumption indicators** are monitored in detail at all sites and are incorporated into our Environmental Management System, along with **action plans to reduce them**.

#### IMPROVEMENT INITIATIVES

**Energy audits**, internal assessments and regulatory monitoring enable us to identify sources of savings on our sites.

The **investment procedure** includes a review of CSR impacts, in particular energy and greenhouse gas emissions. A **major programme to reduce gas consumption** has been launched for the production facilities that consume the most gas. For example, coating, which is the most energy-intensive production operation, the intensity of gas consumption was reduced by 10% Group-wide between 2019 and 2022.

Improvements are being made to other production equipment (gas/electricity) as well as to buildings (heat recovery and modernisation of heating systems, LED lighting). The adoption of best practices and manufacturing efficiency are also contributing to our energy efficiency.

At the end of May 2023, three sites in Spain and India had been equipped with **photovoltaic panels**. Those panels should enable the generation of 1,300 MWh of electricity annually for the sites' own consumption. Other projects have been launched or approved with the objective of producing 8% of our own electricity needs by the end of 2024.

Purchases of electricity with certificates of renewable origin will account for 16% of the Group's electricity consumption by 2022 (Spain, Portugal).

The Group is also working on substitution by less carbon-intensive energies. (e.g. substitution of gas production technology by electricity and solar panels in India, avoiding the need for generators).

- **500 metric tons of carbon emissions avoided by optimising a range of cans—600 metric tons of carbon emissions on aerosols—130 metric tons of carbon emissions by reducing the weight of a capsule format (annually and compared to formats produced in 2019)**
- **Three photovoltaic installations in Spain and India - total of 1270 kWp**
- **€11m of investments made since 2019 to limit our consumption of natural gas**
- **10% reduction between 2019 and 2022 in the intensity of gas consumption in the coating process**

## FREIGHT

Incoming, domestic, and outgoing freight generates 22,240 tCO<sub>2</sub> (incoming freight: 50%, domestic: 15%, outgoing: 35%)

Maritime and road freight represent 63% and 37% respectively of the metric tons per km figure, and 14% and 82% of GHG emissions respectively.

## PATHS TO IMPROVEMENT

Logistical organisation is part of broader efforts to make progress across several areas.

A project is underway **in partnership with transport operators** to identify and evaluate alternative solutions (less energy-intensive vehicle fleet, alternative fuel, shift from road to rail). As a result, the first **road-rail route** to a major destination will be in place by 2022. That amounts to roughly 35 metric tons of carbon emissions avoided on an annual basis.

We are also working with clients on transport optimisation to make the **fill-ups and rotations** process more efficient.

In France, the main plant has signed up to the **Fret 21 initiative** and is aiming for a 9% reduction in carbon emissions, i.e. almost 160 metric tons of CO<sub>2</sub> annually by 2024 in the selected segments.

On another transport-related subject, indicators and targets have been set for **business travel** to reduce its environmental impact.

## OTHER INITIATIVES: AWARENESS-RAISING AND TRAINING

Employee training on climate change and the impact of our activities is essential for putting all the improvements into practice.

The Group's **carbon footprint was presented** to over 80 employees. Awareness-raising initiatives are ongoing, with over 200 employees trained in the **Climate Fresco** initiative since 2020 in France and Spain. In 2022, 200 employees from 16 sites in 6 countries participated in the **Ma Petite Planète** challenge.

## UPCOMING ACTIONS

- Continued dialogue with our suppliers, service providers, and clients to work together to reduce our greenhouse gas emissions.
- Use of the environmental management system and indicators set out in ISO-14001 to strengthen our energy and greenhouse gas action plans.
- Conduct of a new carbon footprint assessment in 2023 with more targeted emissions factors (electricity, suppliers).
- Support for our strategy by structuring a low-carbon approach with short- and long-term targets.

# ATMOSPHERIC POLLUTION, WATER AND SOIL POLLUTION, WATER CONSUMPTION



## WHAT IS THIS ABOUT?

- VOC emissions owing to the use of products containing solvents
- Water consumption
- Waste management
- Dangerous products and waste

## OBJECTIVES

- Compliance with environmental regulations at all our sites and prevention of accidental pollution risks.
- Objectives set out for each action in the Plan (see graphs on p. 16)

## ACTIONS

- Solvent use in production is decreasing
- Very little water consumed during the manufacturing process
- 97% of waste recycled or reused
- Three ISO 14001-certified sites by the end of June 2023

These issues are overseen at the Group level by the QHSE department. Local regulations are taken into account.



Massilly is firmly committed to protecting the environment and its resources. The Group has **assessed its significant impacts and potential risks** and undertaken priority actions to reduce them.

## EVALUATIONS

With the roll-out of the **environmental management system** at its sites (action 6), Massilly is firmly committed to **a policy of managing its environmental challenges and reducing its impact**, as well as **strict compliance with regulations**.

The priority actions in the 2024 Plan (actions 3, 4, and 5, see page 10) take aim at volatile organic compounds (VOCs) and solvents, water, and waste. A quarterly report covering all the sites includes these indicators and others for steering improvement initiatives.

Our regulatory monitoring enables us to keep abreast of developments and to target and manage high-risk products and substances of concern.

## IMPROVEMENTS AND PERFORMANCE INDICATORS

The Group has analysed and identified its main environmental challenges.

### POLLUTION

One of the risks identified is linked to the use of products containing solvents for coating operations. In Europe, the production lines are subject to emissions standards (VOCs, Nox) and regulated by the local authorities that grant operating licences.

In France, Spain, Portugal and Canada, our production lines have long been equipped with incinerators used to destroy such compounds.

The investment programme implemented in our coating process means that we have the best equipment available for energy efficiency and waste management.

The plants' performance targets include using only the amount strictly necessary to limit VOC-generating products at the source.

Action 3 : VOC solvents	2019	2020	2021	2022
Solvent equivalent used (tons)	2351	2502	2620	<b>2362</b>
Grams solvent/ kg product	20,7	20,6	19,8	<b>19,2</b>

All chemical storage facilities comply with safety requirements, including dedicated spill containment, special buildings, ventilation, fire detection, fire water retention systems to prevent spills, etc.

The safety team conducts audits on these subjects and sites are regularly visited to prevent fire risks.

More generally, environmental management includes reporting and analysing incidents and near misses to reinforce prevention.

### WASTE

Waste is sorted in-house and then collected, recycled, or reprocessed as appropriate by specialised companies. Fully-recycled metal accounts for the majority of such materials. The objective of our current strategy is to reduce waste, particularly dangerous waste, waste which cannot be reused, and waste destined for landfill.

Action 5 : Waste	2019	2020	2021	2022
Total waste (tons)	25980	27460	29359	<b>27169</b>
- Recycled or reused	25121	26683	28455	<b>26370</b>
- Destroyed or sent to landfill	859	777	903	<b>799</b>
of which dangerous waste	4,0%	5,1%	6,1%	<b>5,7%</b>

### WATER

Regular monitoring and analysis of water consumption means that any unusual consumption can be detected and action taken to reduce it.

Our manufacturing process consumes very little water: less than 23,000 m<sup>3</sup> for the Group as a whole in 2022, the vast majority of which is used for sanitary purposes (see indicators p.16)

In some cases, the water we use requires treatment; this is handled by a specialist agency.

## UPCOMING ACTIONS

Roll-out of the ISO-14001 certification to the other plants. Two sites targeted in 2024 and certification schedule set out in the next CSR plan.

# REGIONAL DEVELOPMENT



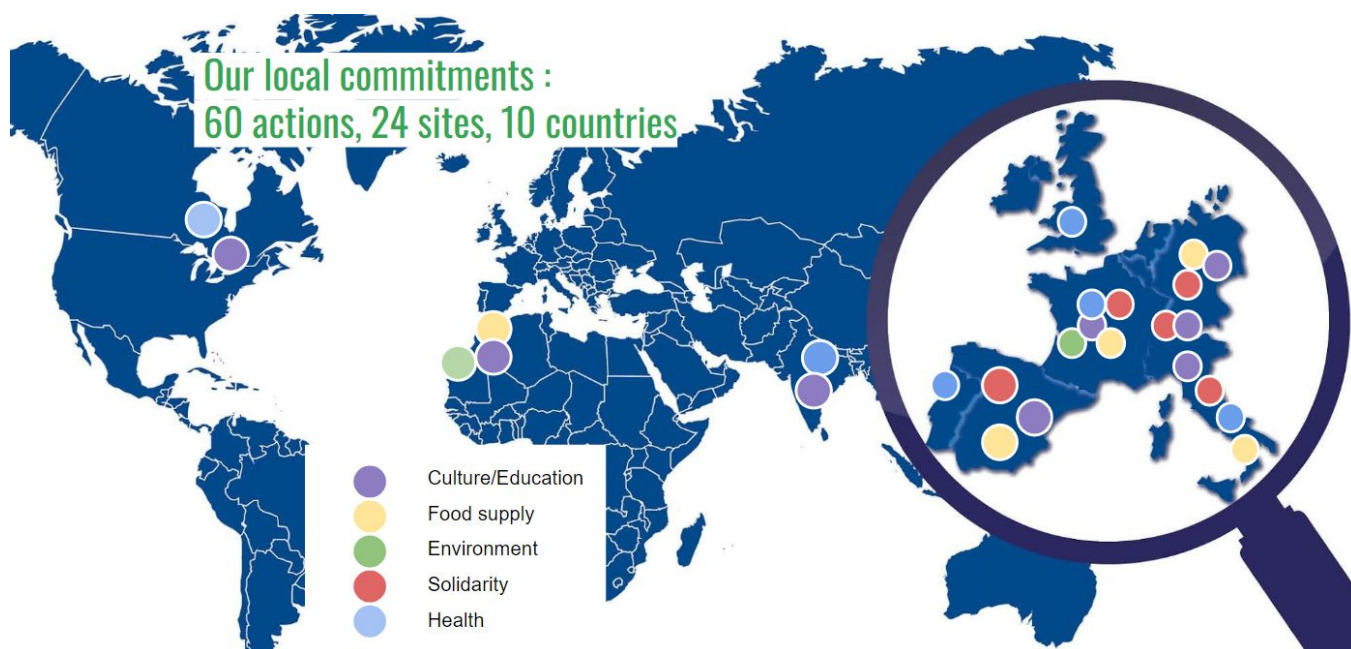
## WHAT IS THIS ABOUT?

- Contributing to the local economy through jobs and use of local suppliers.
- Involvement in charities.

## OBJECTIVES

- Participate in the local economy and community life at all our sites.

## PERFORMANCE RESULTS AND KEY FIGURES



These issues are coordinated by the Human Resources and CSR departments. Locally, they are coordinated by site directors in association with other departments.

Massilly strives to engage in its local communities through its sites and encourages each one to take up initiatives promoting involvement and solidarity, particularly in the food sector.

## EVALUATIONS

Massilly sites use a large number of local suppliers and are engaged in the life of their region, **promoting values of solidarity and proximity**. As a supplier to the canning industry, we are involved in a wide range of initiatives to combat food waste and promote access to high-quality food.

The sites also take part in a wide range of events organised by associations working in the fields of health, disability, access to education, culture, sport, nature conservation and, more generally, solidarity and inclusion.

That engagement comes not only in the form of committing **the company's resources**, but often directly from the **involvement of the company's employees**.

## IMPROVEMENTS AND PERFORMANCE INDICATORS

With the **employment** of 2004 people by 2022 and the equivalent of 177 full-time temporary jobs, Massilly contributes to the development of the areas in which it operates and is often one of the leading local employers.

Massilly promotes initiatives with local **schools**, including discussions and factory tours for school field trips. We also support internships, even for short periods. In Canada, the partnership takes the form of **grants for students**.

**Open-day events** are organised to **inform local residents** about our activities.

Our commitment to the local economy is also reflected in our preference for **suppliers located close to our production sites**. This also helps to limit the environmental impact of transport.

In Spain and France, Massilly's sites also contribute to **local life and the inclusion** of people who have fallen out of the employment market through partnerships and the purchase of certain services from organisations that employ disabled, disadvantaged, or socially excluded people.

As a manufacturer of metal packaging for the food industry, Massilly is a partner to numerous initiatives and associations working to combat **food waste, provide food aid for the most disadvantaged**, and promote **solidarity** through the reintegration of people excluded from the employment market:

- orchards and canning industry in Italy,
- canteen and canning industry in France,
- many food donations in Morocco, Spain, and France

**Health and quality of life** are important issues for Massilly. In Canada, a partnership with significant financial support has been renewed for three years with the Brant Community Healthcare System; in India, a donation was made to a paediatric cancer centre. Other initiatives are aimed at improving the quality of life of older people or families living in difficult conditions.

Many of our sites are part of the **circular and solidarity-based economy**, donating the IT equipment they no longer use to charities or schools.

Every year since 2020, the Grumetal site in Spain has received **local recognition** with the certification of its CSR policy (Sello RSA) by the regional government of Aragon.

## UPCOMING ACTIONS

Keeping a finger on the pulse of local life, continuing to get involved in local initiatives and supporting them, either financially or by spending time publicising and promoting them.





**DuoDay**  
2022



- Massilly UK - London Marathon in support of Mental Health Diseases
- Group - "Our careers for women" campaign
- Massilly Holding & Franpac - DuoDay event
- Massilly North America - Employee information meeting
- Massilly Portugal - Blood donation campaign



# HUMAN RESOURCES

**HUMAN RIGHTS, LABOUR RELATIONS  
AND WELL-BEING AT WORK**

**ATTRACTING AND RETAINING  
TALENTS, MANAGING SKILLS**

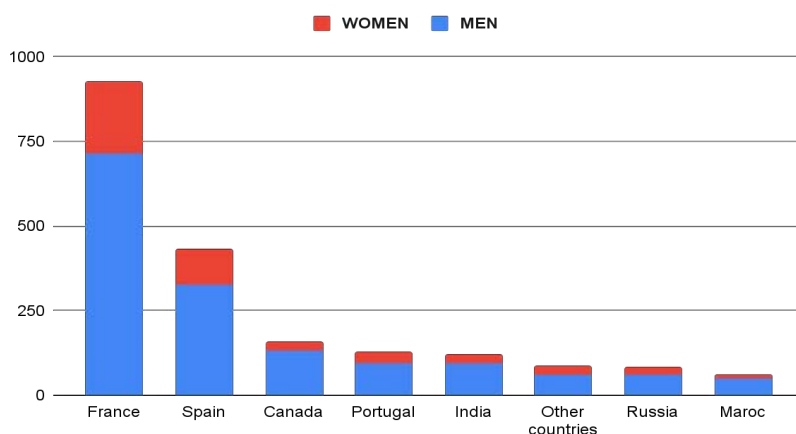
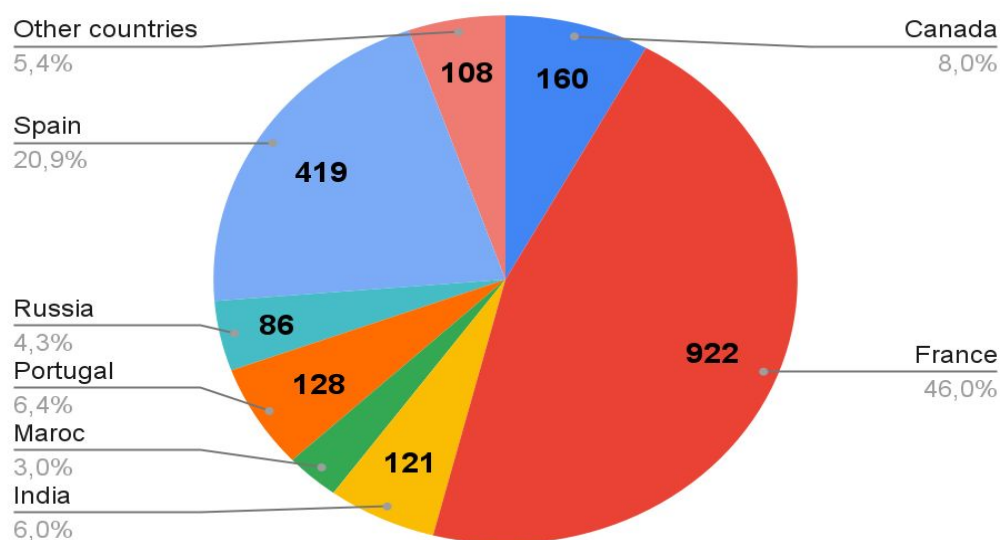
**DISCRIMINATION, DIVERSITY  
AND BULLYING**



# SOME FIGURES ABOUT OUR HUMAN RESOURCES

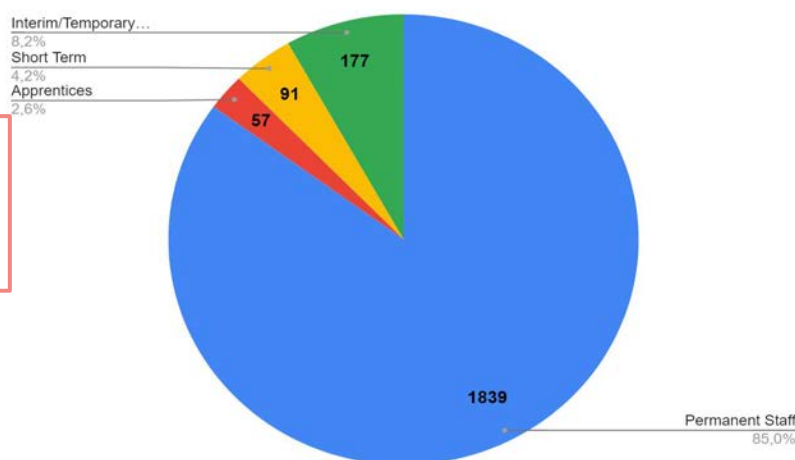


## *Geographical distribution of the workforce*



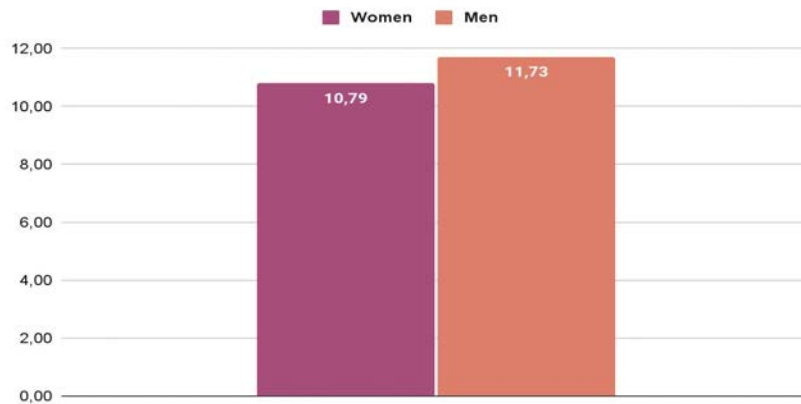
*Workforce breakdown by gender and country excluding temporary workers as of 31 December 2022 - women make up 23% of the Group's workforce*

*Breakdown of workforce by contract type - 85% of the Group's employees are on open-ended contracts*

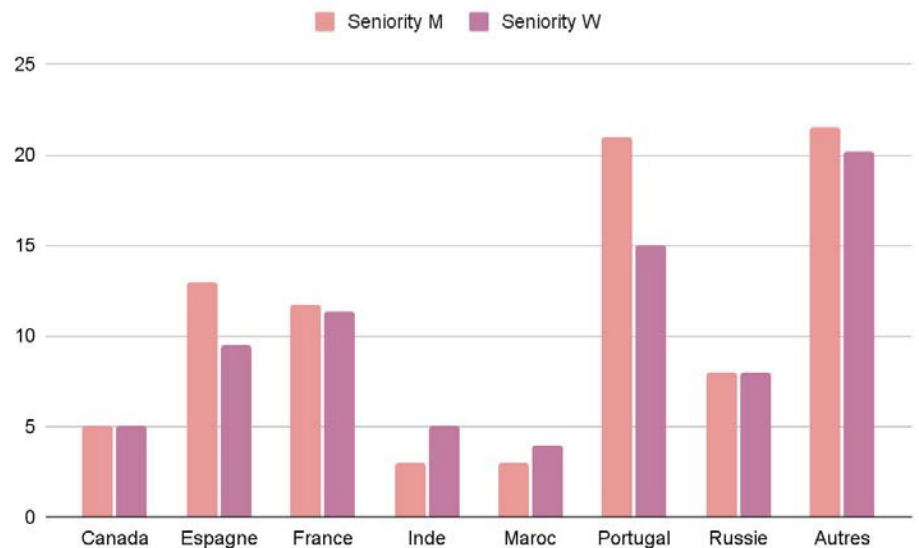




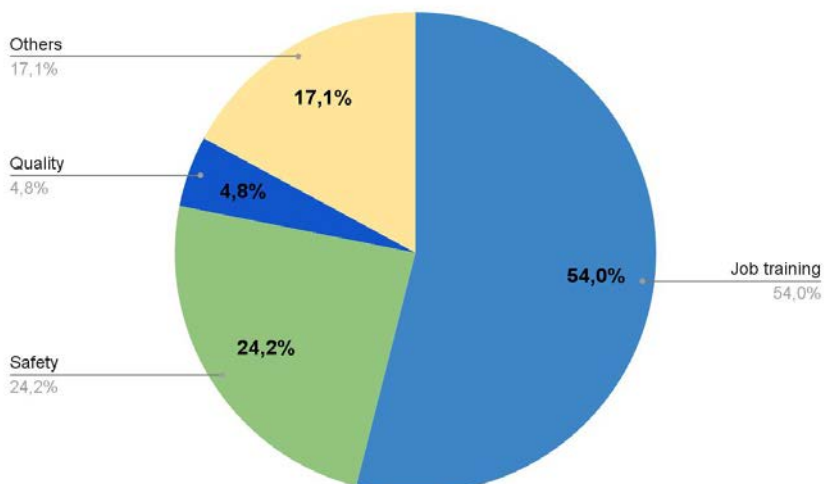
**Average length of service of the Group's employees: 12 years**



**Average length of service of employees per country with more than 50 employees**



**53,000 hours of training broken down as follows**



# HUMAN RIGHTS, SOCIAL DIALOGUE AND OCCUPATIONAL WELL-BEING



## WHAT IS THIS ABOUT?

- Respecting human rights in countries where they are at risk (working hours, payment of overtime, etc.)
- Managing labour relations
- Employee well-being in the workplace

## OBJECTIVES

- Comply with local regulations at all our sites
- Ensure good labour relations
- Gauge quality of life at work

## PERFORMANCE INDICATORS & KEY FIGURES

- **76%** of the Group's employees have a staff representative for dialogue with the employer
- **83%** healthcare coverage in Europe, and **79%** for the Group as a whole
- **100%** of our sites conduct in-house auditing of compliance with the ILO's guidelines on human rights
- **100%** of the Group's employees have a formal written employment contract
- **79%** of the Group's sites conduct an annual pay review

These issues are overseen by the company's HR department.

Massilly places a great deal of importance on labour relations and quality of life in the workplace. Relations with the social partners and the **transparency of information relating to data** are the basis of actions in progress.

## EVALUATIONS

Massilly ensures compliance with the principles of **local laws**, respect for human rights and the principles of the **fundamental ILO conventions** at all our sites.

A review of the Group's practices in these areas is conducted every year at all our subsidiaries worldwide.

## IMPROVEMENTS AND PERFORMANCE INDICATORS

### HUMAN RIGHTS AND LABOUR RELATIONS

As part of the Massilly Group's commitment to **human rights**, a **review** was conducted again in 2023 to **verify compliance with the Group's principles**, which ensure that Massilly:

- **does not use child labour**: no employees under the age of 15 (restrictions on employees between the ages of 15 and 18, etc.),
- **does not use forced labour**,
- **formalises all employment relationships in writing**
- verifies that **working hours are in line with the ILO guidelines**,
- implements **minimum break times**,
- **pays for or makes up for overtime**,
- **guarantees a living wage** by complying with the minimum wages set out by legislation or industry agreements in each country.

Through that same review, Massilly identifies, verifies, and encourages (where the law allows) the organisational arrangements for **social dialogue**:

- the presence of **employee representatives**,
- the organisation of **one-to-one reviews** with a shared written report,
- coverage by **collective agreements**. In Europe, 14 of our 18 companies are covered by collective labour agreements.
- The **redistribution of results** and the introduction of **employee savings schemes** (in particular, 100% of French subsidiaries covered).

The main **subjects of social dialogue** are **working conditions, working hours, work organisation, and pay**. They are covered by the main collective agreements in force. In addition to the mandatory meetings with representative bodies, the subsidiaries organise information meetings for all staff.

### WELL-BEING IN THE WORKPLACE

**Working hours and remote working** are organised in consultation with the employee representative bodies according to the activity of each subsidiary. Workplace adjustments are made for people reaching the end of their careers or for other special reasons.

**Local initiatives** are also carried out to gauge and promote **quality of life in the workplace**. In Canada, an employee satisfaction survey is conducted every year.

In Spain, in early 2022, the hundred or so responses collected during a survey at one of the main sites resulted in a participation rate of 60% and an overall satisfaction rate of 74%, with the highest scores on safety, the feeling of belonging, interest in work, and integration.

To promote **work-life balance**, 75% of the Group's sites offer parental leave, and awareness-raising campaigns have been carried out in France on support for family care-givers.

Out of concern for the health of its employees, Massilly is working on:

- introducing compulsory or voluntary **healthcare coverage**. In 2022, almost 4 out of 5 employees worldwide benefited from that scheme.
- **medical monitoring** of employees: all Massilly employees undergo a medical check-up as part of their job, except in countries where this is against the law.

## UPCOMING ACTIONS

- Expansion of healthcare coverage.
- Worldwide employee survey on well-being in the workplace.

# TALENT ATTRACTION & RETENTION, SKILLS MANAGEMENT



## WHAT IS THIS ABOUT?

- Attracting talented people in the industry
- Creating long-term sustainable jobs and fostering employee loyalty
- Developing careers
- Employer brand

## OBJECTIVES

- Integrating young employees (Action 9)
- Recruitment of atypical employee profiles (Action 10)
- Individual training plans (Action 11)

## PERFORMANCE INDICATORS & KEY FIGURES

- **157** new recruits on open-ended contracts, up 5% from 2021
- **59** work-study apprentices
- **8%** staff turnover rate and an average length of service of **12** years
- **53,000** hours of training
- **69%** of employees have a one-to-one performance review with their direct manager

These issues are overseen by the Group's HR department.

Our priority goals include the integration of young people. We work with schools and universities to inform students about our lines of work and bring young people into the company.

## EVALUATIONS

Massilly has identified 3 priority areas to benefit human resources and boost the skills we need for our business, and thus ensure the personal development and employability of our workforce:

- a proactive approach to integrating young people,
- recruitment open to a wide range of candidate profiles (see page 58),
- tailored and individualised training,

The staff turnover rate remains stable at around 8%, reflecting the loyalty of employees to the company.

## IMPROVEMENTS AND PERFORMANCE INDICATORS

### RECRUITMENT AND CAREER MANAGEMENT

Prior to any external recruitment, job vacancies are advertised within the Group. **In-house promotions** and **inter-site mobility** are encouraged, as is career development within the Group. Every year, Massilly provides access to a range of professions and management positions.

Massilly's HR Departments are trained in best practices for recruitment, and a **recruiter's guide to best practices** has been published on that subject, with a specific focus on ensuring objectivity and non-discrimination.

In 2022, Massilly hired 157 people on open-ended contracts. 28% of those new hires were women.

**Integrating each new employee is a priority for the Group.** New arrivals have several ways to find out more about our lines of work and processes. These include progress reviews with the manager and/or HR Department to ensure that they are well suited to the job and that the integration is going smoothly. A system for hosting and exchange of work-study apprentices from different sites also facilitates integration through the sharing of experiences. Each site organises activities with its local partners (secondary schools, colleges, universities), including visits, forums, presentations, and open days.

In 2022, our Spanish subsidiary received an award from the European Commission for its practice of welcoming young people on the Erasmus programme.

In Morocco, our integration efforts have resulted in 11 internships on employment integration contracts.

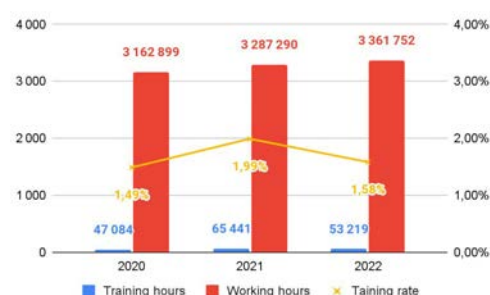
### TRAINING

69% of the Group's employees have a one-to-one annual review with their direct manager to discuss their job, conduct, prospects, and training, and to identify areas for improvement and career development.

Skills development plans are drawn up by the HR teams in conjunction with managers and employee representatives, with the aim of adapting to changes in our activities, work tools, lines of work, and ensuring the employability of our employees.

Training also aims to encourage career development through internal career paths and dedicated management sessions.

In 2022, 24% of training hours were devoted to safety at work. 53% of training hours were devoted to skills related to the employee's line of work.



Non-mandatory events, training, and awareness-raising are also offered on subjects such as first aid in the workplace, mental health, blood donation, assessing the carbon footprint, and day-to-day environmental actions. Such initiatives contribute to team cohesion and the personal development of each individual.

## UPCOMING ACTIONS

- Environmental training for the teams involved
- Adapting skills to the use of new industrial equipment.
- Development of training courses on food culture in production.

# DISCRIMINATION, DIVERSITY AND HARASSMENT



## WHAT IS THIS ABOUT?

- Promoting male-female diversity, including in production jobs
- Employment of workers with disabilities

## OBJECTIVES

- Comply with local regulatory obligations in terms of disability
- Introduce a female-male equality analysis
- Recruit beyond our standard profiles (Action 10 in the Plan)

## PERFORMANCE INDICATORS & KEY FIGURES

- 2022 male-female equality index (France) of over 75
- Parity on the executive committee: 3 women out of 8 people
- 23% women employees Group-wide and 13% in production,
- diversity training in the recruitment of HR staff by 2022.
- Drafting of a guide to best practices for recruiters.

These issues are overseen by the Group's HR department.



The concept of discrimination and harassment are **key themes explicitly developed** in our Ethics Charter and disseminated to our employees.

## EVALUATIONS

The evaluation of challenges linked to discrimination, diversity, and harassment for the company identified in particular the challenges of gender parity and the integration of people with disabilities.

## IMPROVEMENTS AND PERFORMANCE INDICATORS

The Group fights stereotypes in recruitment and aims to reflect diversity by developing **mixed teams and multiculturalism**. In March 2022, 95% of HR recruitment staff received training in inclusion and diversity. A **guide to best practices for recruiters** has been produced to encourage inclusive practices in recruitment.

The aim is to integrate candidates into positions not on the basis of typical technical profiles, but on the basis of their aptitudes and motivation. In France, the partnership between Massilly and Pôle Emploi (the French national employment agency) enables recruitment to be carried out using the simulation method.

As part of the **integration of people with disabilities**, the French sites work with the occupational health service or specialist service providers to adapt workstations to their needs. Overall, they have achieved a **6%** employment rate for people with disabilities.

During the European Week for the Employment of People with Disabilities, 100% of the French subsidiaries offered a quiz to their employees and some gave jobseekers the opportunity to learn about a line of work as part of the DuoDay event.

In Spain, 2,000 hours of work are carried out with a partner employing workers with disabilities.

Massilly also seeks to promote **parity**. The French sites and one Spanish site have signed an agreement or charter on professional equality, and the Canadian site has also made a formal commitment in that regard. In France, the targets of the equality index are met on all sites.

The employability of women is a strong commitment at Massilly; all positions are open to women (process engineers, production line operators, team leaders).

As part of International Women's Rights Day, an in-house and external communication campaign highlighted the role played by women in industrial lines of work at Massilly.

Massilly continues to support the integration of foreign nationals (help in obtaining work permits, French language courses).

Various mechanisms to support the integration of groups furthest from the labour market have been rolled out (e.g. work discovery courses, cognitive testing, etc.).

The **fight against discrimination and harassment** is based on the "Ethics Charter and Code of Conduct" distributed to all Group employees (published in French, English, Spanish, German, Italian, Portuguese, and Russian). A self-training tool has already been produced in French and English.

That document sets out Massilly's commitments and the operation of the hotline for reporting cases of discrimination or harassment. By 31 May 2023, **1,353 employees** had been trained in how to use the whistleblowing system. Our target for 2024 is to raise awareness among **100% of employees** (action 12 of the Plan).

## UPCOMING ACTIONS

- Dissemination of the recruiter's guide to all those involved in recruitment.
- Continued work on integrating young people.
- Development of in-house campaigns on recognition of people with disabilities.
- Webinars on discrimination and harassment.
- Training for HR teams on disability in the workplace.



# APPENDIX



## **GRI correlation table** (Global Reporting Initiative)

## GRI CORRELATION TABLE 1/2

GRI	Level	Information	Correspondence in the report
<b>General points</b>			
102-1	Core	Organisation name	Flyleaf, Massilly
102-2	Core	Activities, brands, products and services	Page 5, our business lines
102-3	Core	Geographical location of sire	Head office in Massilly, France
102-4	Core	Geographical locations of business activities sites	Page 11, Our locations
102-5	Core	Capital and legal form	Legal form: French SAS (simplified joint-stock company)
102-6	Core	Market served	Pages 5 and 11 our business lines and locations
102-7	Core	Organisation size	Page 8, Our business model
102-8	Core	Organisation staff	Page 9, Our business model
102-9	Core	Organisation supply chain	Page 10, Our ecosystem
102-10	Core	Considerable change in the organisation and its supply chain	No significant changes
102-11	Core	Precautionary principle	Page 27, Health, safety and quality of products
102-12	Core	Charts, principles and other external initiatives	Page 53 fundamental ILO conventions
102-13	Core	Membership of national or international associations	Pages 23 and 31, Metal Packaging Europe and Uppia
102-14	Core	Declaration from the most highly placed decision-maker on the relevance of sustainable development for the organisation and its strategy	Page 3, Editorial of the the Group Chairman
102-16	Core	Values, principles, norms and rules of organisation such as codes of conduct and codes of ethics	Pages 34 and 35 , Code of Ethics
102-18	Core	Structure of the organisation's governance, including the committees of the upper body of governance	Page 13, Governance
102-40	Core	List of stakeholder groups with which the organisation is in dialogue	Page 10, our ecosystem
102-41	Core	Percentage of all employees covered by a collective labour agreement	Page 53, In Europe, 14 sites out of 18 are covered
102-42	Core	Criteria used to identify and select stakeholders with whom to start a dialogue	Pages 12, Impacts, risks and opportunities
102-43	Core	Approach to involving stakeholders	Nothing
102-44	Core	Challenges and major concerns brought up	Pages 12, 13, and 14, Our CSR strategy
102-45	Core	Entities included in financial consolidation, including justifications for exclusion	Massilly group
102-46	Core	Definition of the report's content and scopes of the challenges	The report contains the strategy and review of the current situation for the entire Massilly scope
102-47	Core	List of relevant challenges	Pages 12, 13, 14, Our CSR strategy
102-48	Core	Restatement of information	No reaffirmations
102-49	Core	Modifications on reporting	No changes
102-50	Core	Reporting period	1st January 2022 to 31 December 202
102-51	Core	Date of the last report published if need be	June 202
102-52	Core	Reporting cycle	annual
102-53	Core	Person to contact for any question on the report and its content	Christine Lequin
102-54	Core	Compliance option chosen by the organisation and index of the content	Essential
102-55	Core	GRI Correlation table	Page , Framework: GRI
102-56	Core	External checking of the report	No checking by a third party

## GRI CORRELATION TABLE 2/2



Specific aspects			
Economic - 200	Code	Indicator selected	Massilly field dealing with the issue
201 - Financial performance	201-1	Direct economic value created and distributed	Our business model
204 - Practices in supplies	204-1	Share of spending on local suppliers	Social and environmental impacts in the supply chain
205 - Anti-corruption	205-3	Proven cases of corruption and measures taken	Business ethics
206 - Anti-competitive practices	206-1	Legal actions against anti-competitive conduct and anti-trust practices	Responsible lobbying
202 – Commercial presence, 203 – Indirect economic impacts: Non-material			
Environment - 300	Order	Indicator selected	Massilly field dealing with the issue
301 - Materials	301-2	Recycled materials used	Ecodesign and fighting food waste
302 - Energy	302-1	Energy consumption in the organisation	GHG emissions and impact on the climate
303 – Water and sewage	303-1	Total water volume taken by source	Air, water and soil pollution and water consumption
305 - Emissions	305 - 1/2/3	Scope 1, 2 and 3 greenhouse gas emissions	Energy, logistics and greenhouse gas emissions
306 – Sewage and waste	306 - 2	Total weight of waste by type and treatment method	Air, water and soil pollution and water consumption
307 – Our suppliers' environmental compliance	307-1	Non-compliance with environmental legislation and regulations	Air, water and soil pollution and water consumption
304 - Biodiversity, 308 - Environmental assessment of suppliers: Non-material			
Social - 400	Order	Indicator selected	Massilly field dealing with the issue
401 – Employment	401-1	Recruitment of new employees and staff turnover	Attracting and retaining talents, managing skills
403 - Health and safety at work	403-2	Rates and types of workplace accidents, work-related sickness, absenteeism, work days lost and number of work-related deaths	Health and safety at work
404 - Training and education	404-1	Average number of hours of training per year	Attracting and retaining talents, managing skills
405 - Diversity and equal opportunities	405-1	Diversity of governing bodies and employees	Discrimination, diversity and bullying
407 – Freedom of association and negotiation	407-1	Operations and suppliers for which the right to negotiate through a trade union and to negotiate collectively may be in danger	Human rights, labour relations and well-being at work
414 - Social assessment of suppliers	414-2	Negative social impacts on the supply chain and measures taken	Social and environmental impacts in the supply chain
416 - Health and safety of consumers	416-1	Cases of non-compliance concerning the impacts of products and services on health and safety	Health, safety and quality of products
418 - Client confidentiality	418-1	Justified complaints relating to expectations of confidentiality of client data and loss of client data	Business Ethics
402 - Management of labour relations, 406 - Non-discrimination, 408 - Child labour, 409 - Forced or obligatory labour, 410 - Safety practices, 411 - Rights of indigenous peoples, 412 - Human rights assessment, 413 - Local communities, 415 - Public policies, 417 - Marketing and labelling, 419 - Socio-economic compliance: Non-material			



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