



CSR charter

Corporate social responsibility

Elixens France is resolutely committed to respecting people and the environment in which it interacts with. This charter was carried out in collaboration with the staff representative.

/ Social policy

The safety of employees during their mission is a priority:

- **Update** regularly our safety manual
- Conduct annual safety audits and **evacuation fire drills**
- Regular documented **training** for employees
- Verify a panel of **safety indicators** (accidents, frequency, gravity rates, etc.) which measure the performance of preventative actions

Prevent inappropriate behavior during a professional setting:

- Create a **charter** to fight against harassment, sexist, racist behavior and violence at the work place

- Include a chapter on preventing discrimination in the **company rules** and regulations

Employee acknowledgment

- **Wages regulation** by fixing a minimum and maximum wage (7 times the lowest salary) following BIOPARTENAIRE association recommendations
- Regular investment in **training** to maintain and help employees develop their skills
- Create an **incentive contract** and choosing to equally share the profits between all the employees

Communication of the corporate strategy sharing regularly the development and strategy goals with our employees.

/ Fairtrade approach

- Development of **fair sourcing channels** in France and around the world
- Membership in the **BIOPARTENAIRE** association which supports a Fairtrade approach to the sourcing of our essential oils, floral waters and dried herbs produced by our partner,

SICA BIOPLANTES, as well as on rose floral water

- **Promotion** to our customers of this development model and formalizing it through contracts

/ Reducing our activity effects on the environment

Favor productions that comply with the rules of organic farming aim to minimize the impact of farming practices on the environment:

- Encourage preferentially on our **ECOCERT certified production sites**, as on our partners' sites, the organic products cultures under European regulations (CE 834/2007)
- Use of **approved materials** for ecological and organic cosmetics based on ECOCERT standard GREENLIFE and / or COSMOS-Standard according to the COSMOS standard.

Developing environmental safety action plan *sécurité* setting goals formalized and supported by a panel of adapted indicators:

- Optimization of energy consumption and the project of substitution by **low carbon energies**
- Reduction of **water consumption**
- Waste management through **recycling optimization**.

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