



# CSR Report 2019-2020

After moving to Eurre in June 2019, Elixens France signed its CSR charter (Corporate Social Responsibility) in October 2019.

This charter was an opportunity to highlight **the societal and environmental commitments** implemented a long time ago. It has allowed us to establish new goals and improvement plans while integrating our production unit closer to our fields.

One year later, Elixens-France wanted to share these results with its employees, customers, partners and suppliers through a 2019-2020 CSR report.

**Our CSR action plan and our indicators have been fulfilled at 90%.**

This review was also an opportunity for us to define **new action plans with great projects coming up in the following years.**

Have a good reading!

**elixens**  
France

## / Social policy

### Staff safety

- **Internal security audits carried out:** 100%

- **Regular HSE training**

An average of 14-hours training in environmental safety were conducted by the Health, Safety & Environment Department (HSE)

- **Optimized security**

Each work accident is systematically recorded, analyzed and monitored through an action plan as part of continuous improvement.

### Prevent inappropriate behavior

- **Charter is distributed to all employees**

It is intended to fight against harassment, sexist and racist acts. It is appended to the rules and regulations delivered to each new employee.

- **Prevention of harassment and discrimination**

No report was made to the works council representative during this period.

### Gender parity respected

To date, women represent 50% of our overall workforce (and 60% at managing positions).

### Employee recognition

- **Salary scale**

Commitment to wage supervision by setting up a lower limit (minimum wage) and an upper limit (7 times the lowest salary) following Biopartenaire advises.



- **Solid training plans**

20 hours on average per employee (excluding HSE training)

- **Incentive**

As of 2019, an equal incentive was distributed to each employee.

- **Exceptional bonus**

Payment of an exceptional purchasing power bonus to employees receiving less than 3 times the minimum wage. The amount of this bonus was increased for employees physically present on production sites during Covid-19 lockdown.

- **Internal communication**

Regular communication about strategy, development areas and achievements. Ex: information meetings, operational committees, and emailing campaigns.



## / Fairtrade commitments

### Development of fair sourcing channels

- **Supply: 69 % at origin**
- **Partnerships with our farmers' cooperative or direct sourcing** with partners engaged in a fair-type approach.

## / Environmental footprint

### Promoting organic farming:

- **Raw material purchases**

85 % natural ingredients  
33 % organic certified

- **Certifications extensions**

- For new raw materials, such as 100% organic PPA alpha-bisabolol according to COSMOS-standard.
- New Authentic Provence certification for products from local partner farmers. This certification promotes a traceable agriculture along the production process and guarantees Provençal origin.

- **Development of a new sourcing platform**

A sustainable collaboration has been implemented on new hydrosols with a Sri Lankan partner working in certified Fairtrade conditions with organic certified farmers.

### Biopartenaire association

#### **Membership renewal for 2019-2020**

Since 2009, Elixens has renewed its involvement within this association, representing organic and Fairtrade values in France and around the world.

- **Promoting a sustainable agriculture,**

Through organic farming, Elixens promotes an agriculture without the use of weed killers, insecticides or fungicides, thus preserving biodiversity.





- **Cultivation of naturally resistant changes**

Lavender, thyme, rosemary... These fragrant, aromatic and medicinal plants are attractive to bees and wild pollinators and need less water.

- **Promoting our organic product range**

From 33% in 2018, our certified organic sales rose by 40% in 2019.

- **Reducing lavender carbon footprint**

A 3-year involvement in the "Green & Lavandes" program has been signed on March 13, 2020. It includes a financial contribution and technical monitoring on natural vegetable covers around the plants to protect better the soil and the plant. This project will help decreasing CO2 emissions and fossil fuel consumption by 50% in the lavender and lavandin sectors by 2029.

## / Waste and recycling

- **100% of our sectors identified**

A comprehensive waste recovery strategy has been implemented at our Eurre site in 2020.

- **More than 4.6 tons of upgraded or recycled waste**



## / What's next ?

Projects dealing with **energy consumption, carbon footprint and natural resources** are being initiated for the coming years. Stay tuned!

### Eurre, September 30, 2020

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