



NOVATRA
LE CONCEPT

2023

CSR Report



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KEY METRICS

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Aware of the current challenges related to Corporate Social Responsibility (CSR), we recognise our duty to commit to and act in favour of a more sustainable society. This is reflected in our environmental, social, societal and ethical initiatives.

To effectively integrate these issues into our core activities, we have assessed our contributions and identified areas for improvement. Our commitment to CSR touches every aspect of NOVATRA.

The company's management is dedicated to establishing strategic CSR guidelines and ensuring that all our employees take them on board. Our CSR committee, responsible for implementing and monitoring these efforts, tracks the progress of projects through a rigorous reporting system. The results are presented annually to management in a dedicated meeting, allowing us to constantly adjust our strategies to maximize their impact.

As part of our ongoing CSR commitment, I am proud to announce that NOVATRA has been awarded the EcoVadis Platinum Medal. This medal, the highest level of recognition awarded by EcoVadis, is given to companies that demonstrate a robust management system, fully meeting the criteria for social responsibility. With an overall score of 81/100, this distinction reflects our unwavering commitment to the most rigorous environmental, social, and ethical practices.



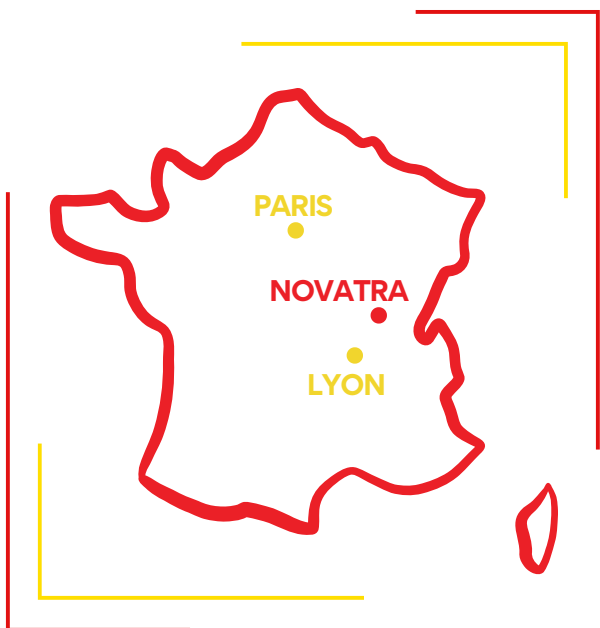
In this report, based on 2023 data, you will discover our CSR ambitions and objectives for the months and years ahead. We are committed to maintaining a dynamic of continuous improvement in our CSR policy and objectives, in order to remain at the forefront of a sustainable economy.

SÉBASTIEN CANNARD

Managing Director Novatra

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OUR HISTORY



For over 30 years, NOVATRA has been supporting the design, manufacture and development of plastic injection molds, working closely with leaders in the cosmetics, medical, pharmaceutical and food sectors.

3 PRODUCTION SITES

- Varennes-Saint-Sauveur (71) - Head office, main production site & technical centre
- St Etienne du Bois (01) - Production site
- Beaurepaire-en-Bresse (71) - Pilot mould production site, maintenance & after-sales service

Our experienced team shares its expertise with you at every stage of the process, from design and production to mold development in our testing facility.



MEDICAL



PACKAGING

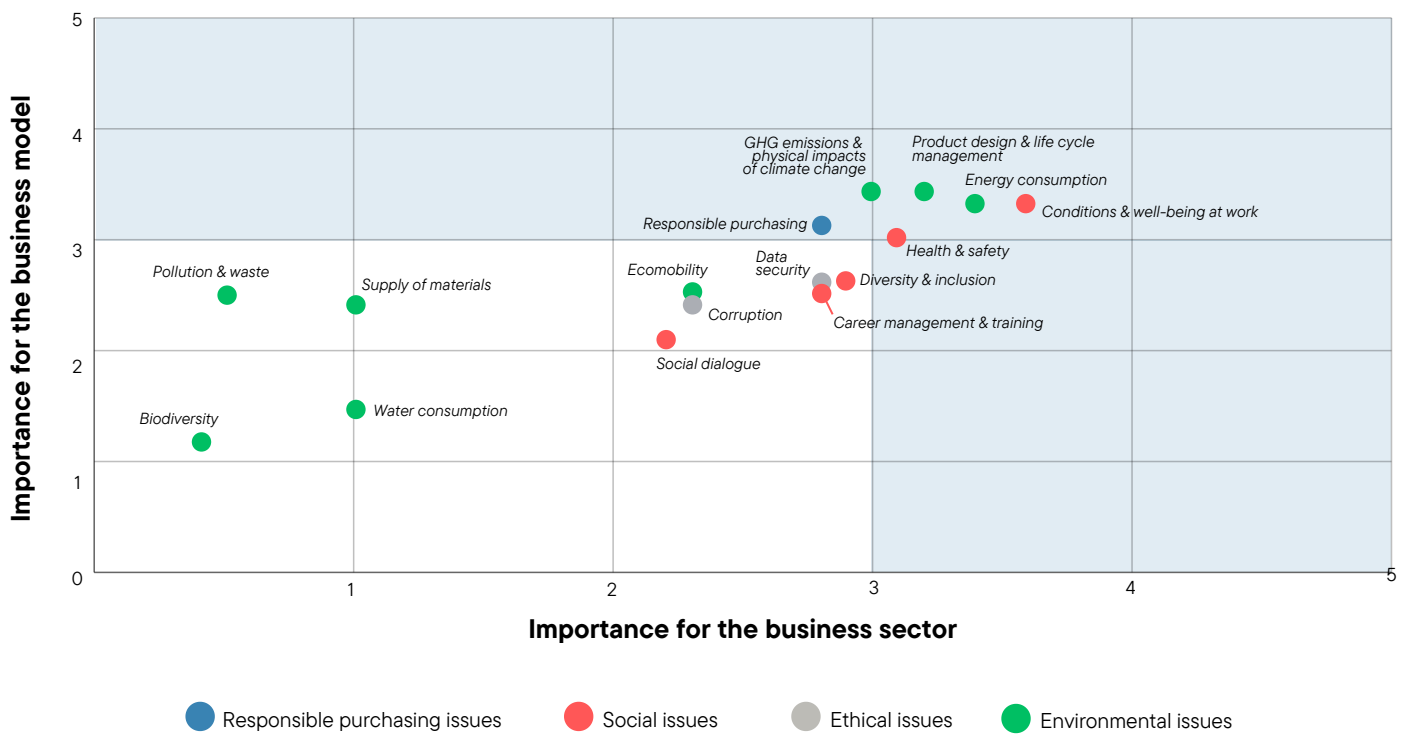


COSMETICS



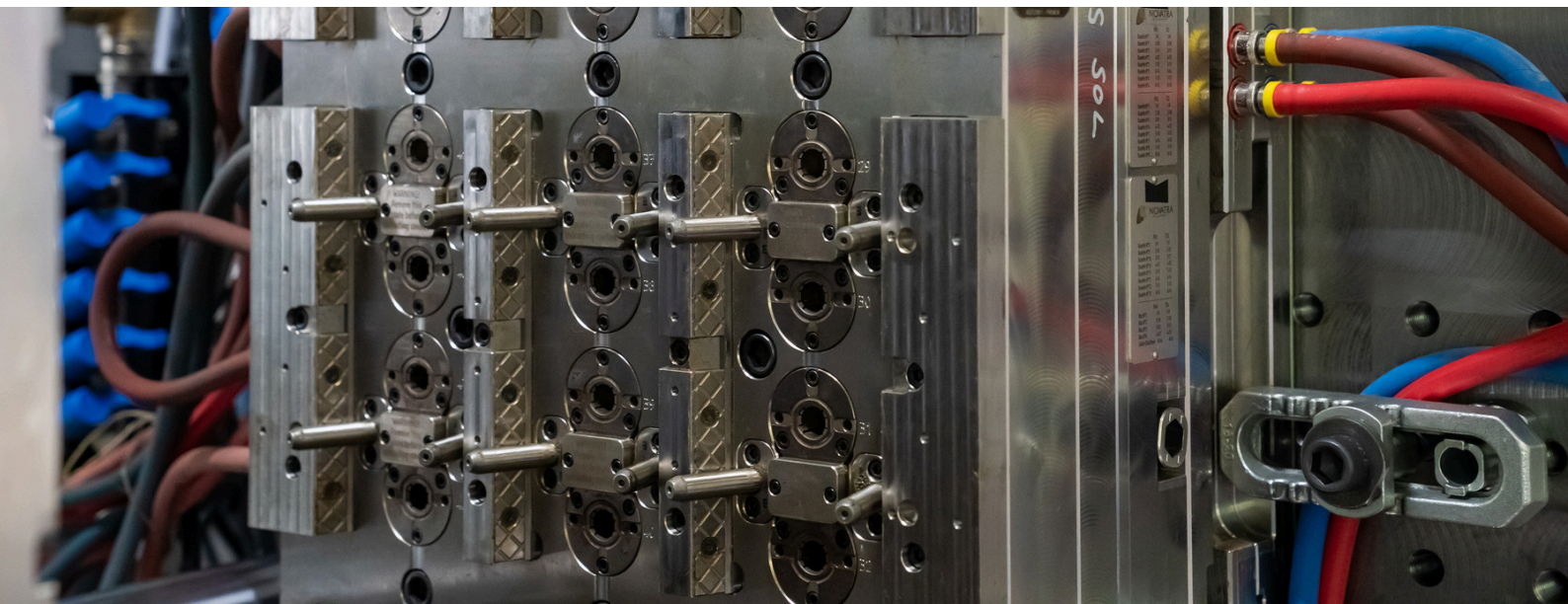
DUAL MATERIALITY MATRIX

To identify the key priorities of our Corporate Social Responsibility (CSR) approach, we carried out an in-depth assessment of the relevant issues. This analysis took into account the specific characteristics of our business sector and evaluated the impact of social and environmental factors on our overall performance. In addition, we assessed our company's influence on the environment and society.¹



The priority issues for NOVATRA fall within the blue area, representing the most crucial aspects for both our business model and sector of activity.

¹ The issues addressed, as well as the non-financial performance indicators included in this report, were established in accordance with the guidelines of the ISO 26000 standard and using the SASB (Sustainability Accounting Standards Board) 'Materiality Finder' tool. However, no interviews were conducted with stakeholders



OUR ENVIRONMENTAL COMMITMENTS

MANAGING OUR ENERGY CONSUMPTION AND GREENHOUSE GASES

We are committed to limiting our energy consumption and reducing greenhouse gas emissions by integrating technological solutions and optimizing our processes. Additionally, we educate our employees on energy and climate issues to raise awareness and engage the entire team in these efforts.

Raising awareness

We actively promote energy-saving practices among our employees through memos and digital displays across our sites to encourage conscious energy use at work.

Premises, infrastructure & equipment

At all our sites, we have implemented a compressor heat recovery system to heat our workshops, reducing the need for external heating. We also replace all lighting with energy-efficient LED bulbs to further minimize consumption. In February 2020, we enhanced our energy efficiency by acquiring two hybrid injection molding machines, which consume significantly less energy than hydraulic models.

5%

Reducing our electricity consumption relative to production output





Le Transport au Féminin !

Transport

We have implemented an eco-responsible transport policy by utilizing hybrid vehicles and adopting a shared delivery strategy for suppliers and subcontractors located nearby. Our service provider, an all-female team, manages parcel collection and delivery, effectively reducing travel, fuel consumption, and emissions.



Greenhouse gas balance sheet

In 2024, we conducted our first greenhouse gas emissions assessment.

(scope 1: direct emissions from our fixed and mobile energy sources/scope 2: indirect energy-related emissions).

0
 Maintaining our current level of air pollution =

 10% Reducing our natural gas consumption	 100% Reduce our petrol consumption	 30% Reducing our diesel consumption
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REDUCING OUR WATER CONSUMPTION

We are committed to reducing our water consumption and managing this resource responsibly, in full compliance with current regulations.

Water reuse and wastewater treatment

In our testing facility, we use a closed-circuit water cooling system. Our wire and erosion machines are also connected to this closed circuit. Additionally, our wastewater does not require any special treatment before being sent to a treatment plant via the conventional system.

5%
 Reduce our water consumption relative to production output

RESPONSIBLE MANAGEMENT OF RAW MATERIALS AND PRODUCT SUSTAINABILITY

We design our products to be durable and easy to repair, extending their lifespan and minimizing their environmental impact.

Use of recycled materials and recovery of old molds

Our mold plates incorporate recycled steel, and we promote the reuse of old molds to create new products (new stacking within existing casings). When molds become unusable, we encourage our customers to send them to recycling facilities, ensuring they are processed according to standard steel recycling practices.

Repairability is one of our core priorities. We encourage customers to return faulty products for repair rather than opting for replacement.



- Continue using recycled steel
- Continue offering mold repair to customers
- Continue undertaking new projects within existing casings

WASTE TREATMENT

We are committed to responsible waste management. While our operations do not involve chemical reactions, we diligently comply with all relevant laws and regulations in this area.

10%

Reduce our waste relative to the production output



Waste treatment, awareness-raising & sorting

To optimize our efforts, we conducted a comprehensive inventory of our waste streams, giving us a clearer understanding of the types and quantities of waste generated.

Our employees are trained in best sorting practices through explanatory infographics, and each milling machine or lathe is equipped with a dedicated skip for steel shavings, which are collected and recycled by specialized service providers.

Additionally, we collaborate with qualified partners for the treatment of hazardous waste, as well as the recovery and processing of soluble oils and impregnated solid waste.

Reduction of materials used and waste produced

We sharpen carbide cutting tools to extend their lifespan, minimizing the need for new purchases. Used tools are collected for recycling, and we prioritize the use of washable cloths over disposable ones.



OUR SOCIAL COMMITMENTS

We guarantee our employees an optimal, pleasant and flexible working environment that respects their rights and meets their needs.

For instance, our employees benefit from flexible working hours, and we accommodate remote work in exceptional circumstances, when personal needs arise. We provide a supplementary health insurance plan that covers a portion of medical expenses, including alternative medicine treatments. Additionally, each employee contributes 5% of their salary to a supplementary pension scheme.

MANAGING THE HEALTH AND SAFETY OF OUR EMPLOYEES

The health, safety, and well-being of our employees are our top priorities. We are dedicated to implementing all necessary measures to prevent and minimize risks across all our sites.



Risk assessment

We regularly update our occupational risk assessment document to continuously evaluate health and safety risks in the workplace.

Training, communication & awareness

Our employees receive specialized training, including overhead crane and forklift certification, as well as Occupational Safety and Health (OSH) training. Additionally, educational videos on safety practices and postures are regularly shown in our workshops, and we provide information sheets on the safe handling of hazardous substances.

Personal protective equipment

We are leading an initiative to measure and reduce noise levels in our workshops. To protect our production employees, we provide custom-made earplugs, safety shoes, safety glasses, and gloves.

SOCIAL DIALOGUE

It is essential that every employee feels heard and valued in their work environment. We prioritize promoting well-being and team cohesion by fostering open dialogue between management and

employees, particularly through regular meetings organized by our Social and Economic Committee (CSE).



Maintain the current rate of our employees trained in Workplace First Aid and Rescue





Organize an annual survey on our employees' working conditions



Employee survey

To evaluate various aspects of the working environment at NOVATRA, we conducted a satisfaction survey among our employees.



80 %
OF EMPLOYEES RECOMMEND
OUR COMPANY AS A GREAT
PLACE TO WORK



CAREER DEVELOPMENT AND OPTIMISATION

We are committed to providing working conditions that foster the professional growth of our employees, enabling them to progress and evolve in line with their aspirations.

A system of personalized monitoring of each employee's ambitions and needs is in place to optimize career management. In addition, we facilitate internal mobility for employees who wish to transfer to another of our sites.



Maintaining ongoing training for all employees whenever necessary



DIVERSITY

We actively combat all forms of discrimination and promote diversity, equity and inclusion in all areas. It is essential to us that every employee feels respected and valued.

Equal pay and gender inclusion

Although women represent a small portion of our workforce, we calculate our gender equality index with a strong emphasis on ensuring equal pay.



Maintaining partnerships with associations supporting disability causes



Anti-discrimination measures

Our recruitment process is designed to ensure equal opportunities and prevent any discrimination based on religion, gender, origin, or disability. Candidates are assessed solely on their skills, and we actively prevent discrimination

throughout their careers, particularly in promotions and professional development. Our internal Ethical Code of Conduct also includes a detailed procedure for reporting and resolving cases of harassment or discrimination.

OUR RESPONSIBLE PURCHASING COMMITMENTS

As a company committed to continuous improvement, we integrate sustainable practices into the core of our supply chain, reflecting our values beyond our internal operations. We ensure compliance with national and international standards, including the International Labour Organisation (ILO Conventions) on child labour and forced labour, to combat all forms of illegal work. We also ensure strict respect for human rights, both in our internal working conditions and in our interactions with suppliers.

To underline our commitment to ethical purchasing practices, we have signed the Responsible Purchasing and Supplier Relations Charter (RFAR).

Charte 
RELATIONS FOURNISSEURS
ET ACHATS RESPONSABLES



We exclusively work with suppliers who comply with environmental, human rights and labor standards.

CSR risk analysis & supplier evaluation

We conducted an analysis of the CSR risks associated with each supplier category. To better assess the CSR maturity of our key suppliers, we sent them a detailed questionnaire.

Supplier Charter for responsible purchasing

By signing our Supplier Charter, suppliers undertake to adhere to our ethical principles, particularly in terms of environmental protection, respect for human rights, fair working conditions, diversity and integrity in business relations. We have sent this charter to our main suppliers and have obtained signatures from those representing 80% of our annual purchases.



TO-DO



Obtain signatures on our Responsible Purchasing Charter, which includes measures against child labor, forced labor, human trafficking, and respect for fundamental human rights, from 80% of our new suppliers.

**The Charter includes strict guidelines against child labor and forced labor, and promotes the respect for fundamental human rights.*

OUR ETHICAL COMMITMENTS

LUTTE CONTRE LA CORRUPTION ET LES PRATIQUES ANTICONCURRENTIELLES

We affirm our firm opposition to any forms of unethical behaviour. We are determined to promote and ensure integrity in our business relationships, actively fighting against corruption, anti-competitive practices, money laundering, fraud and conflicts of interest.




0
Maintaining our level of corruption incidents




Anti-corruptions measures

Our internal Ethical Code of Conduct raises awareness among all employees about ethical issues, including corruption. We assess corruption risks through a corruption risk mapping system.

This Ethical Code of Conduct outlines the procedures for reporting cases of corruption and describes the methods for resolving incidents. It also establishes strict rules regarding business gifts and sensitive transactions to prevent any risk of corruption. These guidelines are clearly communicated to all employees and reinforced by the mandatory signing of this internal Ethical Code of Conduct by everyone.




100%
Maintain our Code of Ethics signature rate




INFORMATION SECURITY & GDPR

We are committed to protecting the personal data collected and processed as part of our activities, in compliance with applicable laws, for our clients, partners, employees, and other stakeholders.



0
Maintain our current level of incidents related to personal data leaks



Information systems security policy

We have assessed our current IT security practices and developed an action plan to maintain a sufficient level of information systems security.

Data management

Our team is trained in GDPR regulations and ensures that all data is managed in accordance with data protection requirements. Additionally, our internal Ethical Code of Conduct outlines alert procedures for reporting any leak of confidential information, as well as the steps to follow for resolution in case of a data leak.



100%
Maintain the training for employees involved in data management




Personal data is collected and processed exclusively for professional purposes and with the explicit consent of the persons concerned.

KEY METRICS (2023-2024)

ENVIRONMENT (2023)

38 Scope 1 emissions (tCO ₂ e)	44 Scope 2 emissions (tCO ₂ e)	-27% -10 tCO₂e Projected Scope 1 reduction by 2030	-5% -0,005 kWh /€ Scope 2 intensity reduction (per € of revenue) by 2030
1 306 396 Total energy consumption (kWh) - electricity	0 Total renewable energy consumption (kWh) - electricity	518 000 Total water consumption (liters)	22 880 000 Water saved due to closed circuits (liters)
23,19% 15,43t Total weight of hazardous waste	76,81% 51,13t Total weight of non-hazardous waste	100% 66,56t Total weight of recycled/recovered waste	0 Total weight of air pollutants
0 Portion of molds with electric rather than hydraulic movements	3,7 Molds reused for new mold production (as % of revenue)	0 Product recalls	0 Incidents related to client health and safety
6 450 Artificial surface used by the company (m ²)	4 675 Vegetated surface (m ²)	0 Surface in protected areas (m ²)	2024 figures, unavailable at the time of this report's creation

SOCIAL (2023)*

66 Total workforce as of 31/12	100% Employees with permanent contracts (CDI) as of 31/12	6% 4 Portion of women in total workforce as of 31/12	94% 62 Portion of men in total workforce as of 31/12
8 Permanent hires	1 Internal recruitments	2 Apprenticeship or professionalization contracts during the year	0 Total departures
1 670,72 Total hours worked	26 Average annual leave days (excluding compensatory leave)	0 Employees in alternating or night shifts	0 Employees performing repetitive tasks
93% Employees with complementary health insurance	6 000 € Amount allocated to social welfare initiatives (CSE)	2,02 Average training hours per employee	0,1 Average safety training hours per employee

*2024 figures unavailable at the time of this report's creation

SOCIAL (2023)*

694 Days of absence	410 Days of absence due to illness	284 Days of absence due to work accidents	2 Total work accidents
25,5 Work accident frequency rate	0 Work accident severity rate	100% Sites with a DUERP	0 Employees declared permanently unfit for their job by the occupational doctor
0 Cases of sexual or moral harassment reported	9,2% Women employed in the organization	0% Women in management positions (excluding board members)	0% Women on the organization's board of directors
5,6% Workers with disabilities	0% Disabled workers in management positions	2024 1,5% Workforce that has received training on diversity, discrimination, or harassment	0 Disabled workers resulting from workplace accidents within the company <i>(employees as of March 31 of the year)</i>

*2024 figures unavailable at the time of this report's creation

RESPONSIBLE PURCHASING (2024)

74% Suppliers who signed the CSR supplier code of conduct	22% Suppliers evaluated on their CSR practices	0 Suppliers audited for CSR	100% Buyers trained on responsible purchasing
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ETHICS (2024)

2,8% Employees trained on ethical issues (corruption / GDPR)	100% Employees informed on ethical issues through the Code of Conduct	0 Incidents related to an alert procedure	0 Corruption incidents
100% Sites assessed for ethical risks	100% Sites equipped with an anti-corruption management system	0 Security incidents (data leaks)	100% Sites equipped with an information system security procedure

NOVATRA

LE C O N C E P T

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