



## CHARTER OF SOCIETAL AND ENVIRONMENTAL RESPONSIBILITY (CSR)

PVL Beauté

### Foreword

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PVL BEAUTE is a company dedicated to the development, from conception to realization with a strong relationship with its partner sites, a respect of the capacities to the needs, a business model based on a reactivity and the flexibility of a small team which answers to the requests for requirements of large groups.

PVL BEAUTE is committed to each client to accompany them in their marketing strategies, serving their growth and results.

Every employee of the company shares the integrity of his values of service culture, creativity, responsiveness and commitment.

Aware of its responsibilities, the company is committed to taking into account the social, economic and environmental impacts.

This CSR policy helps to increase the company's competitiveness, improve internal relations, improve customer relations and reduce its environmental impact.

PVL BEAUTE is keen to conduct a proactive global environmental policy, which is reflected in the implementation of various areas of intervention aimed at reducing and controlling the impact of its activity on the environment.

### Part 1: Environment

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#### **Waste management & recovery**

PVL BEAUTE promotes the sorting, recycling and recovery of waste within its company by providing employees different baskets and recycling bins: bulbs, pens, paper / cardboard / packaging, coffee capsules, bottle caps ... A print rationalization policy is also put in place, with a system for reducing the volume of copying, collecting and recycling paper, and collecting cartridges and toners, recovered and recycled by different companies. Wastes of production caused by projects development are taken and recycled by a recycling company named CEDRE Nordechets.

#### ***PVL Beauté***

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## **Transportation & Travel**

PVL BEAUTE is committed to minimizing travel. Videoconferencing and telephone are very frequently used, reducing the travel of different customers and employees. Employees drive hybrid company cars and have a space to park their cars and bikes. Public transport use is also encouraged.

Work from home is encouraged up to a maximum of 6 days per month, in order to limit daily CO<sub>2</sub> emissions.

## **Energy & Technology**

PVL BEAUTE is committed to reducing its energy footprint by acquiring low-energy bulbs, but also by encouraging all its employees to turn off their computers every night and not leave any device on standby. In addition, employees are also encouraged to delete unnecessary email and empty the trash of their email inboxes.

## **Raising awareness among employees, customers and partners**

PVL BEAUTE sets an example for its interlocutors by including in the signature of all its employees the words "PVL BEAUTE is committed to the protection of the environment. Do not print this document unless it is necessary".

## **Choice of suppliers & logistical impact**

PVL BEAUTE has built up a network of national and international suppliers in order to meet customer demand as effectively as possible, while also reducing its environmental impact by limiting logistics transport.

## **Part 2: The social dimension**

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PVL BEAUTE takes care of the respect of the individual and his entourage. The company ensures compliance with the labor code and is attentive to ensuring that its partners, suppliers and subcontractors comply with national and international social standards (human rights, labor law, children rights...).

PVL BEAUTE is committed to creating an atmosphere conducive to group cohesion and promoting the well-being of its employees within the company, notably thanks to an open space where work and relaxation areas are clearly demarcated. The company adopts a flexible and benevolent management style that recognizes the work of each individual so that all employees feel rewarded and involved. PVL BEAUTE is committed to the right to disconnect in order to maintain employee's productivity.

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Throughout the year, PVL BEAUTE is committed to:

- Respect the rules of the labor code in terms of hygiene, health, safety and working conditions;
- Fight against all forms of discrimination in the hiring, remuneration and career development of its employees;
- Promote well-being at work;
- Offer regular training to its employees in order to improve their skills and acquire new skills, particularly in the following areas: languages, marketing, new technologies, CSR...;
- Encourage customers to move towards sustainable approaches.

### Part 3: Ethics and suppliers

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PVL BEAUTE attaches great importance to respect for ethics, both socially towards its employees and in the careful selection of its suppliers.

#### Ethics

In a constantly changing environment, we have formalized the ethical principles that we want to see applied by PVL BEAUTE employees and suppliers.

The PVL BEAUTE Code of Ethics describes the level of requirements expected of each PVL BEAUTE employee and manager during his career at PVL BEAUTE:

- In its relations with customers and suppliers;
- In his relations with his colleagues;
- In his behavior concerning the defense of the interests of the company.

#### Suppliers

PVL BEAUTE selects suppliers who are involved in this CSR policy and favors suppliers who respect a set of fundamental values and labor standards. A CSR charter provider is sent to them and must be returned signed before any collaboration.

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M. Jean-Stanislas Orlowski

Director



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