



**NON-FINANCIAL  
PERFORMANCE  
STATEMENT**

**FINANCIAL YEAR 2023**  
March 2024 / Final version





## MESSAGE FROM THE CHAIRMAN

**People and goods have never been so mobile around the world.** On average, nearly 450 million parcels a day are dispatched to the four corners of the globe. At the same time, human activities are depleting our resources and **putting increasing strain on the earth's ecosystem**, as this year's news has reminded us.

Against this backdrop, the companies of the future will have to reorganize themselves, in particular by aiming for greater localization and sobriety. **Tomorrow's supply chains will need to evolve and be redesigned on a global scale.** Companies in the sector are now facing environmental, societal, and economic challenges that are challenging their activities and practices.

SAVOYE is no exception to this need for change. The publication of our NON-FINANCIAL PERFORMANCE STATEMENT, for the fifth year running, **is an opportunity to take stock of our CSR actions.**

In 2023, we reviewed and shared our **Code of Conduct** with our employees, a useful guide to govern our actions all over the world, and which enshrines the company's commitments in terms of business practice, CSR, confidentiality and data protection.

Furthermore, **many tangible CSR initiatives are underway at SAVOYE**, driven by the men and women of our company. Projects include reducing the energy consumption of our customer installations, designing more energy-efficient solutions, continuously improving working conditions for our own employees and users of our solutions, ensuring data security both internally and on customer sites, etc.

Beyond to our day-to-day activities, we remain **firmly rooted in our local communities** and involved in our local ecosystem, whether within our industry sector, in inter-professional networks, or more broadly with companies in our regions, as demonstrated by our participation this year in the Businesses for Climate Convention (Convention des Entreprises pour le Climat) - Bourgogne Franche-Comté.

Find out more in the pages of this report.  
I hope you enjoy a good read!

*Démy Jeannin*

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01

## ABOUT SAVOYE

**OUR MISSION AND VISION**

**OUR EXPERTISE**

**OUR ACTIVITIES & SOLUTIONS**

**OUR LOCATIONS**

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# SAVOYE

## MISSION & VISION

### REACH WHAT MATTERS

#### OUR MISSION

At SAVOYE, we design tailor-made solutions **for the Supply Chain to meet the challenges and needs of our customers.**

Our solutions combine proprietary software and technologies with a selection of third-party systems.

Drawing on their expertise and know-how, our experts help customers achieve what matters most: providing a comprehensive, tailor-made offering that resolves their logistics challenges.

#### OUR AMBITION

**What guides our strategy and directs our day-to-day actions :**

- ◆ Being recognized as a key designer and integrator on a global scale
- ◆ Providing end-to-end solutions, tailored to customer needs, through an extensive product portfolio
- ◆ Attracting, developing and retaining talent through a consistent brand image

#### OUR KEY FIGURES



# OUR EXPERTISE

## IN LOGISTICS SOLUTIONS

### A PREFERRED PARTNERSHIP TO SERVE OUR CUSTOMERS

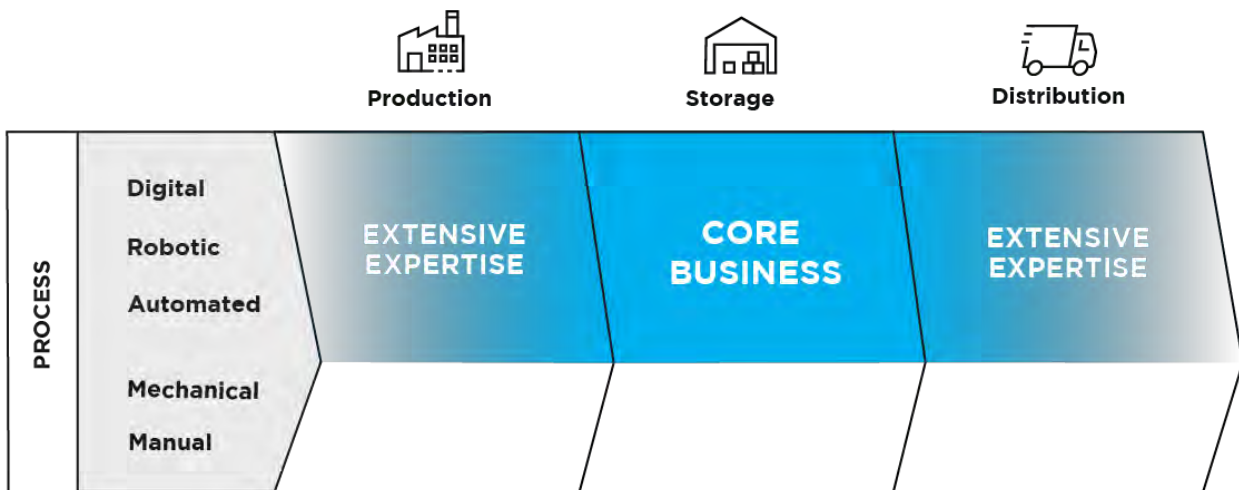
At SAVOYE, we aim to support our customers over the long term, through a **trusted partnership** to help them face their day-to-day challenges and manage their internal logistics.

We offer our customers a **comprehensive, tailor-made solution** from design and integration through to support and maintenance.

To achieve this, SAVOYE delivers a **comprehensive range of solutions** to meet all customer needs, combining our proprietary products with the rigorous selection of third-party systems as appropriate.

### INTRALOGISTICS AS A CORE BUSINESS

Within the supply chain, SAVOYE offers solutions to automate, robotize and digitize storage and distribution operations in the intralogistics sector, particularly for order picking activities.

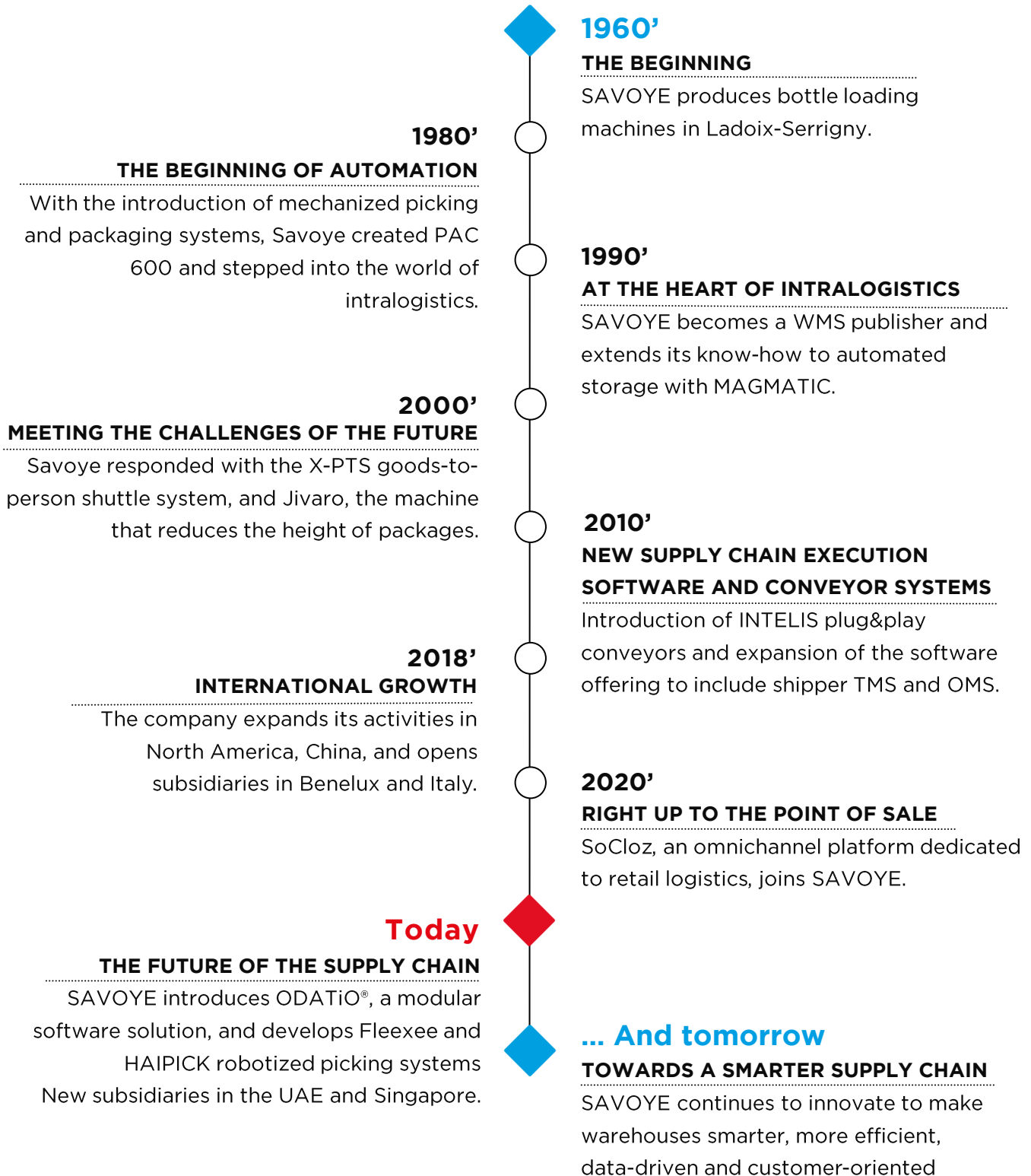


The experience we have developed at SAVOYE enables us to expand into:

- ◆ Production operations, whether within the manufacturing process or at the end of the production line
- ◆ Managing transport orders and warehouse orders

# OUR EXPERTISE

## A HISTORY DATING BACK TO THE 60s

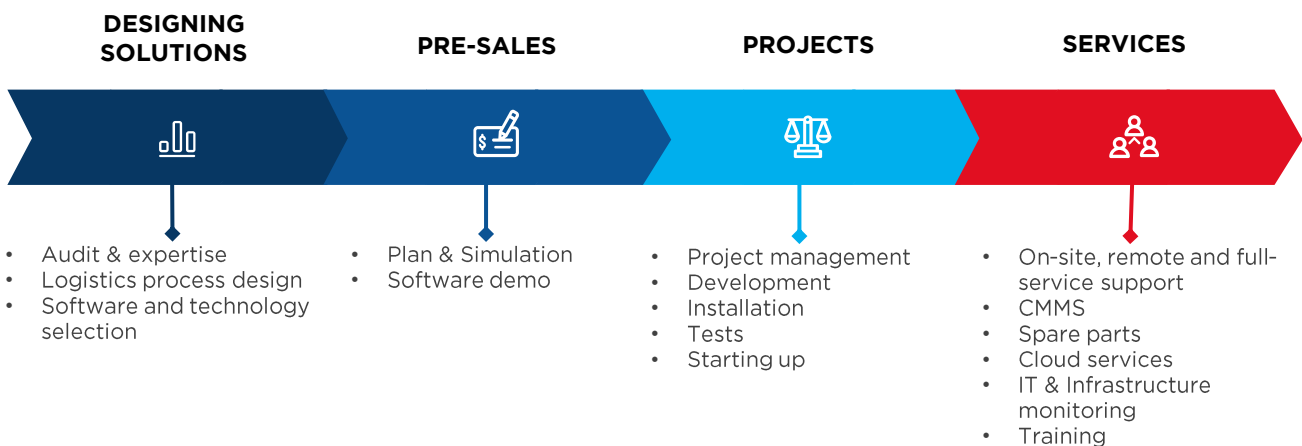


# OUR ACTIVITIES & SOLUTIONS

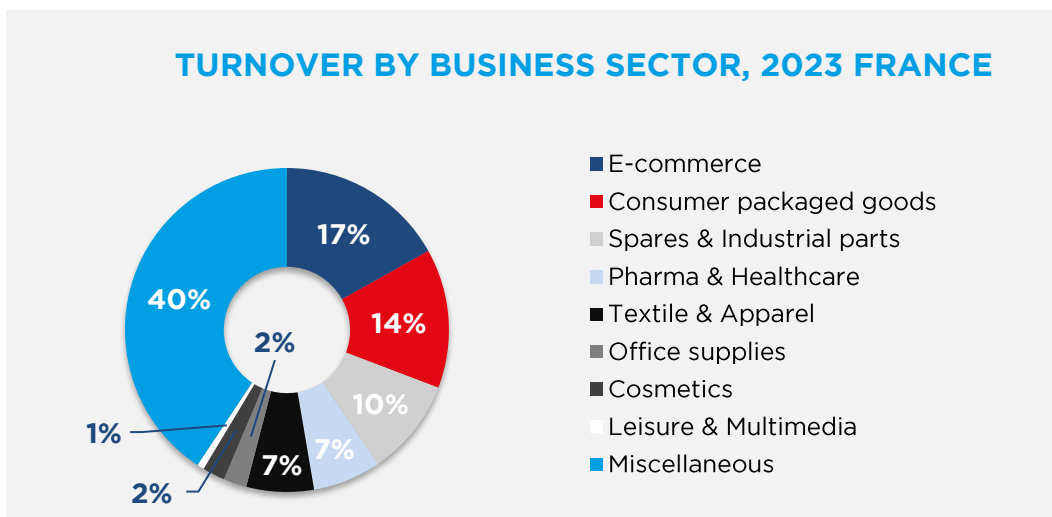
## OUR BUSINESS

**As a trusted partner, we support our customers throughout the life of their warehouses, anticipating their future challenges:**

- ◆ Upstream of their project, to help them assess their needs and flows, and design the right installation for their current and future requirements,
- ◆ Then, to deliver the project we install their solution and complete the testing and commissioning phases,
- ◆ And finally, by maintaining their installations, supporting their teams over time, and responding to their potential upgrade needs.



We work with customers from a wide range of sectors and profiles, including food manufacturers, retailers, spare parts distributors and logistics providers.





# OUR ACTIVITIES & SOLUTIONS

## OUR SOLUTIONS

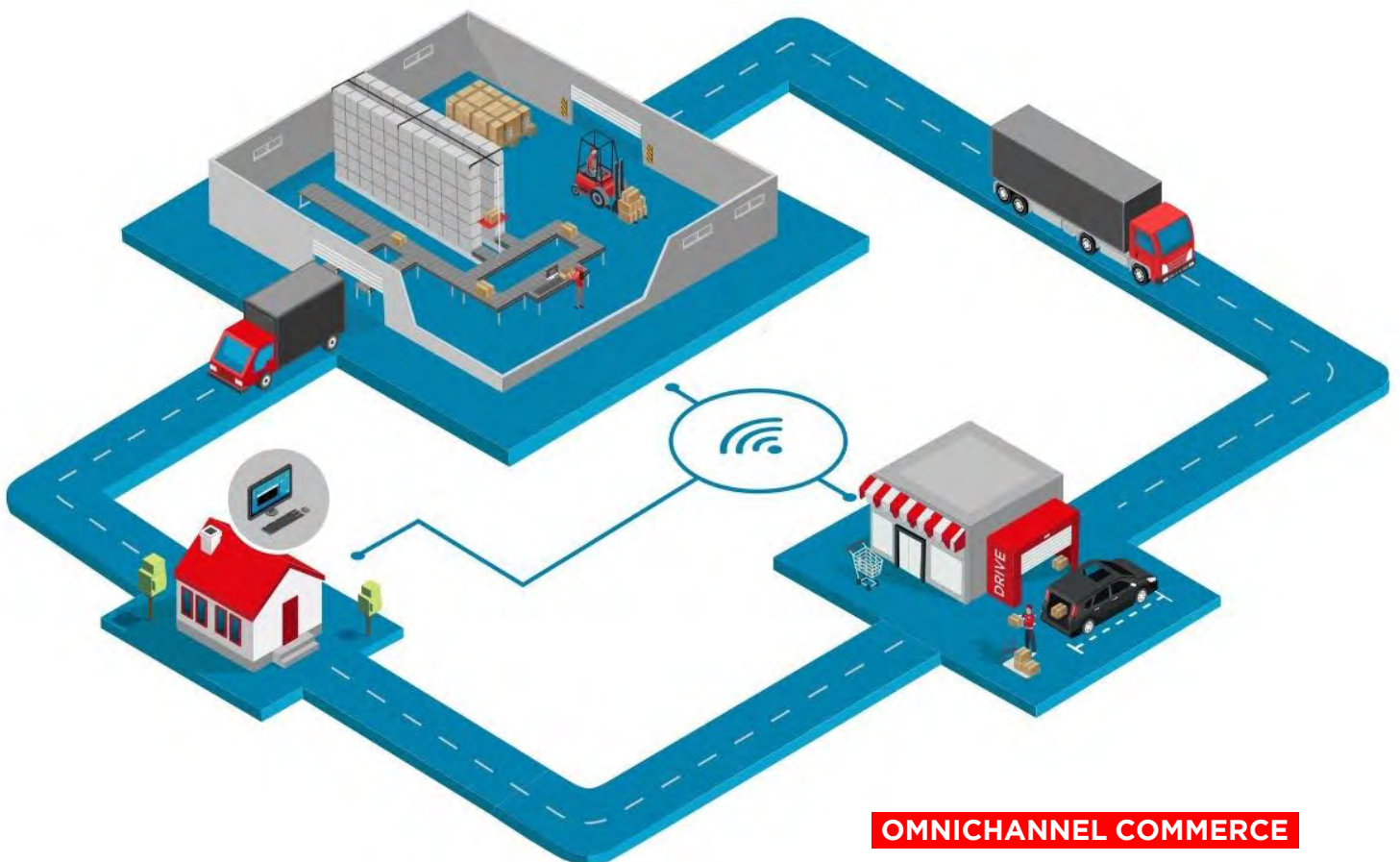
We design the warehouses of the future by wisely combining our in-house solutions with the rigorous selection of third-party systems :

### AUTOMATION & ROBOTICS

- ◆ *Warehouse Execution*
- ◆ *Item Picking*
- ◆ *Automated packing*
- ◆ *Case Palletizing*
- ◆ *Pallets Handling*

### SUPPLY CHAIN EXECUTION

- ◆ *Warehouse management*
- ◆ *Transportation management*
- ◆ *Labour management*

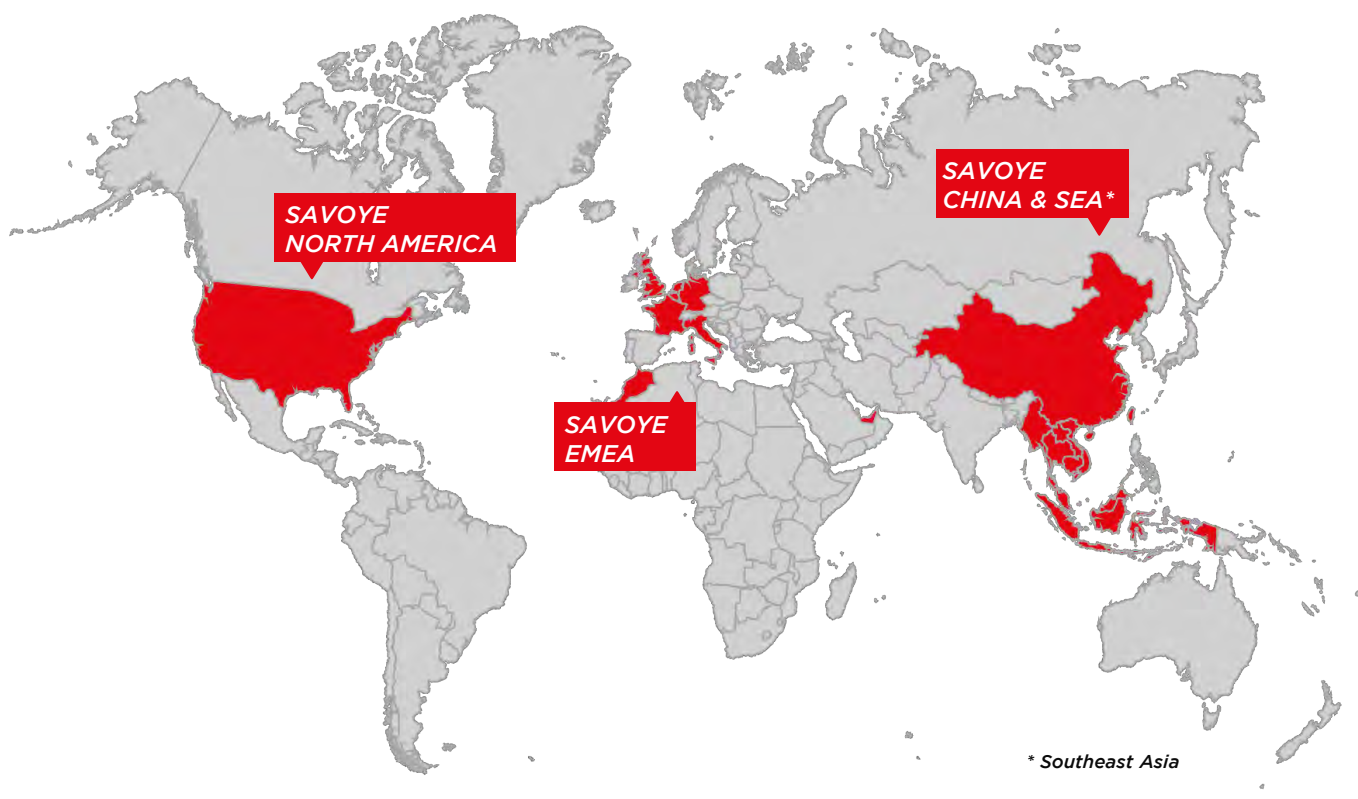


### OMNICHANNEL COMMERCE

- ◆ *Order Management*
- ◆ *Store Management*
- ◆ *Micro-Fulfilment Centers*

## OUR LOCATIONS

### STRONG REGIONAL ROOTS



### OUR GLOBAL PRESENCE

The group operates 18 sites :

- ◆ **Head office in Dijon**
- ◆ **2 production sites**
  - ◆ Ladoix-Serrigny (France)
  - ◆ Aurora (United States)
- ◆ **15 administrative and/or sales sites, which make up our three Business Units :**
  - ◆ SAVOYE North America: 3 offices in North Carolina, New York and Pennsylvania
  - ◆ SAVOYE EMEA : France (4 offices in Saint-Etienne, Lyon, Villeneuve d'Ascq and Paris), Germany, Italy, Netherlands, United Kingdom, Morocco, United Arab Emirates (Dubai)
  - ◆ SAVOYE China & Southeast Asia: China and Singapore



02

## METHODOLOGY

## & RISK ASSESSMENT

**SAVOYE'S CSR IMPACTS**

**MAPPING OUR RISKS**

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# SAVOYE'S CSR IMPACT

	Topics	Our impact	Indicator in 2023
ENVIRONMENTAL	<b>Combating climate change</b>	GHG emissions linked to activities on and between our sites (travel) and on customer sites	<ul style="list-style-type: none"> <li>• 1,395 T of CO2e emitted on our scopes 1 &amp; 2 in EMEA (1) (including 91% in France)</li> <li>• 66% of emissions related to fuel consumption (business travel)</li> </ul>
	<b>Preserving biodiversity</b>	Building and opening our new sites. Participating in the construction of new warehouses	
	<b>Waste &amp; resource use</b>	Waste emissions on our sites and at customer sites	• 149.5 T of waste generated at our production sites (2)
SOCIAL	<b>Working conditions</b>	Employee health & safety Improving working conditions on our sites Skills development	<ul style="list-style-type: none"> <li>• 11.6% annual churn (1)</li> <li>• 62% of employees attended training courses lasting an average of 4 days (2)</li> <li>• Accident frequency rate of 5.6 and severity rate of 0.04 (2)</li> </ul>
	<b>Equality and opportunities for all</b>	Gender equality Equal opportunities and job creation Integration and disability	<ul style="list-style-type: none"> <li>• 20% female employees (2)</li> <li>• 99 new employees joined the EMEA(1) workforce, including 16% outside France</li> </ul>
	<b>Legal &amp; social dialog</b>	Improved working environment	
	<b>Health &amp; safety for our customers &amp; users</b>	Reduced arduousness User training Quality of service Data protection	
GOVERNANCE	<b>Fair business practice</b>	Ethical business management	
	<b>Responsible purchasing policy</b>	Supplier relationships	• 58% of our suppliers monitored via the PROVIGIS platform (1, 3)

**Comment:** In view of the nature of SAVOYE's activities, we consider that the following topics do not constitute principal CSR risks and do not warrant further presentation in this management report:

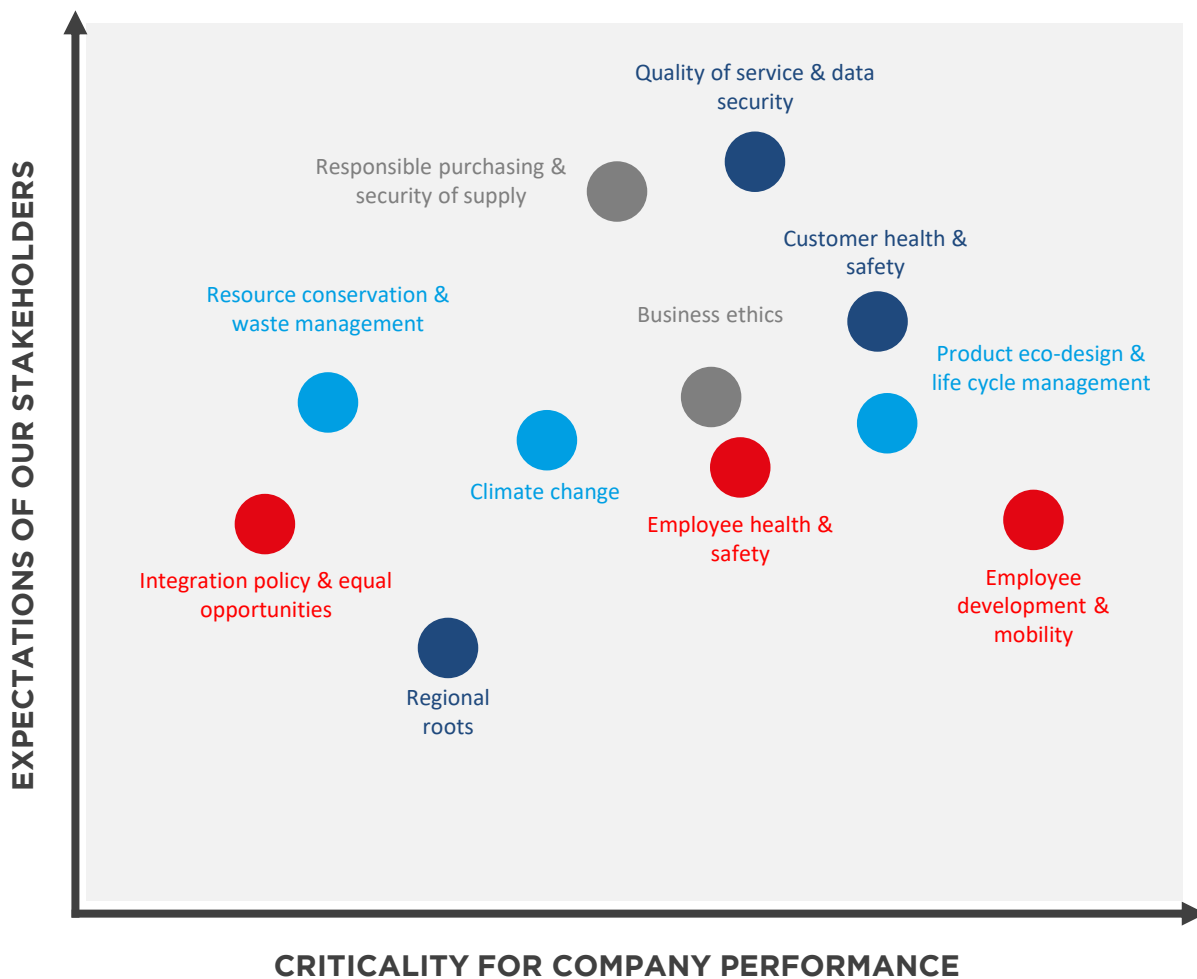
- ◆ food waste,
- ◆ the fight against food insecurity,
- ◆ respect for animal welfare,
- ◆ responsible, fair and sustainable food,
- ◆ promoting the link between the nation and the armed forces and supporting commitment to the reserves

Notes: (1) EMEA scope; (2) France; (3) suppliers with whom we generate more than €5000 in annual turnover

# MAPPING OUR CSR RISKS

## SUMMARY OF MAIN RISKS IDENTIFIED

### MAPPING OUR RISKS AND OPPORTUNITIES



Topic : ● Environmental ● Social ● Societal ● Governance

**The Executive Committee selects and validates the main CSR risks, in line with the Group CSR strategy.**

- ◆ The SAVOYE Group bases its CSR risk identification methodology on a grassroots approach.
- ◆ To this end, the Group boasts a Health, Safety and Environment department and an internal audit department.

## MAPPING OUR CSR RISKS

### GLOBAL ACTIONS IN 2023



#### ECOVADIS ASSESSMENT

The ECOVADIS assessment covers the following topics: **Environment, Social & Human Rights, Ethics, and Responsible Purchasing.**

Reflecting our CSR policy, the ECOVADIS assessment gives us **an overall rating of 51/100** (-4 points compared to 2022).

This score places us in the 52nd percentile, which means we score slightly higher than half (52%) of the companies in our sector assessed by ECOVADIS.

#### PARTICIPATION IN THE « CONVENTION DES ENTREPRISES POUR LE CLIMAT »

In May 2023, SAVOYE joined the Convention des Entreprises pour le Climat de la région Bourgogne Franche-Comté (CEC BFC) [Businesses for Climate Convention], which aims to get business leaders involved and active **in accelerating the transition of companies in the region.**

Its ambition is to make the shift **from an extractive to a regenerative economy a reality before 2030.**

Its aim is to support the definition of operational roadmaps and tangible projects for the sustainable transformation of businesses, reconciling environmental, economic and social issues.

The CEC BFC's journey took place over 9 months, from May 2023 to February 2024, structured around 6 sessions mixing experience and collective work, supported by scientists & transition experts, institutions (BPI, ADEME, etc.), and leading regional players.

This journey enabled us to take stock of the overall impact of SAVOYE's activities on the Earth's ecosystem, to initiate discussions on the sustainability of its business model, and to sketch out a roadmap for the company, featuring a clear course to 2030 and levers for moving in the right direction. This initial work will need to be shared and fine-tuned over the coming months.





03

# ENVIRONMENTAL RESPONSIBILITY

**IMPACTS & CHALLENGES OF OUR ACTIVITIES**  
**MITIGATING CLIMATE CHANGE**  
**PRESERVING BIODIVERSITY**  
**WASTE AND RESOURCE USE**

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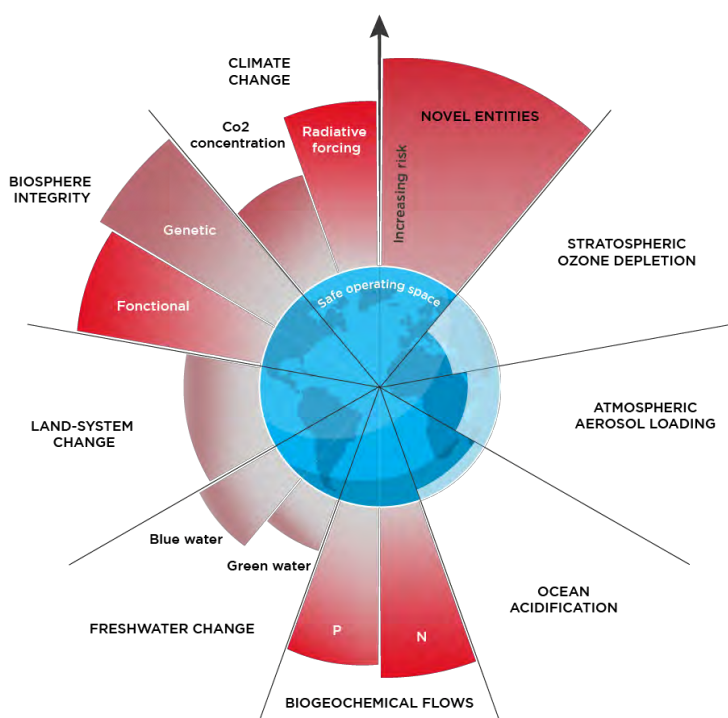
# ENVIRONMENTAL RESPONSIBILITY

## IMPACTS & CHALLENGES OF OUR ACTIVITIES

### SAVOYE ACTIVITIES IN THE FACE OF PLANETARY BOUNDARIES

An international team of researchers at the Stockholm Resilience Center has identified **9 planetary boundaries** - complex, interconnected phenomena - that aim to define a "safe operating space for humanity".

- ◆ Crossing borders increases the risk of **generating sudden or irreversible** large-scale **environmental changes**. Taken together, borders represent a critical threshold of increased risk for people and ecosystems, of which SAVOYE is a part.
- ◆ The latest revision of this study, in September 2023, concluded that **6 of the 9 planetary boundaries had already been exceeded**.



**SAVOYE activities have direct and indirect impacts on these planetary boundaries, in particular on:**

- ◆ Climate change,
- ◆ Change of land use,
- ◆ The integrity of biodiversity

Sources : [Stockholm Resilience Center](#); infography : [Bonpote](#)



# ENVIRONMENTAL RESPONSIBILITY

## IMPACTS & CHALLENGES OF OUR ACTIVITIES



### CLIMATE CHANGE

- ◆ Direct GHG emissions from our SAVOYE sites, upstream transport (purchasing) and downstream transport (manufactured products) to customer sites, and employee travel
- ◆ Indirect GHG emissions related to the use of our automated facilities, data center consumption



### INTEGRITY OF BIODIVERSITY

- ◆ Waste emissions on our sites
- ◆ Contribution to the use of single-use cardboard and packaging



### CHANGE OF LAND USE

- ◆ Construction of our new Longvic production site
- ◆ Participating in the construction of new warehouses

## KEY ISSUES FOR SAVOYE

- ◆ Continuing efforts **to reduce energy consumption** for SAVOYE activities at each of our operational sites :
  - ◆ Raising employee awareness of environmental issues
  - ◆ Creating more environmentally-friendly production sites
  - ◆ Changing the way we work and execute our projects, from the location of our production activities to the maintenance of our facilities
- ◆ Contributing to **reducing the land footprint** of our customer logistics operations through compact storage and optimized processes
- ◆ Developing our range of solutions and our portfolio of proprietary products, technologies and software, and **guiding our R&D investments** :
  - ◆ Optimizing the energy consumption of our systems, while meeting the logistics needs of our customers
  - ◆ Delivering solutions to reduce the use of plastic, cardboard and single-use packaging



**ENVIRONMENTAL**

**RESPONSIBILITY**

## **OUR COMMITMENT TO THE ENVIRONMENT**

**SAVOYE is committed to a sustainable world and orients its economic choices and investments in this direction.**

As well as complying with environmental legislation, we are committed to continuous improvement in environmental matters.

We integrate the energy dimension into our site and activity management, and into the design of the solutions we deliver to our customers, constantly striving to reduce their environmental impact.

As a benchmark player in the markets in which we operate, we have a duty to guide and support our customers in their quest to minimize environmental impact, by seeking to combine economic and social performance.

### **ENVIRONMENTAL ISSUES IN OUR INNOVATION POLICY**

To keep SAVOYE at the forefront of innovation, we continually invest in the talent, technologies and partnerships needed to expand our range of solutions and services.

Our efforts in terms of innovation are focused on **priority areas** that guide our long-term R&D, in support of the SAVOYE strategy.

One of these areas is eco-design: our aim is to increase the efficiency of logistics centers by automating low value-added tasks and rethinking **the eco-design of our flagship products**.

Emblematic projects have been chosen to underpin our long-term R&D. Each of these projects includes an **in-depth analysis of the environmental benefits** of these new solutions (see p.28 for more details).

**Taking environmental issues and impacts** into account is therefore an integral part of the criteria that guide our innovation efforts.

# ENVIRONMENTAL

# RESPONSIBILITY

## CARBON FOOTPRINT OF OUR ACTIVITIES

Since 2019, we have conducted carbon footprints for our sites.

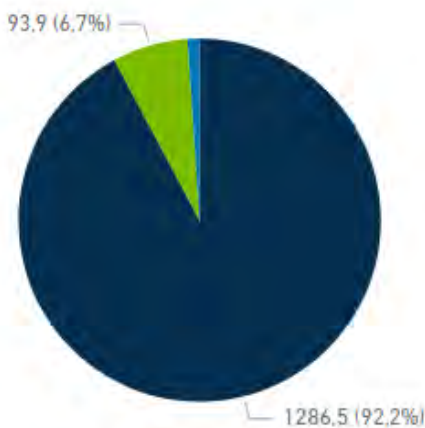
Tracking scopes 1 & 2 of our carbon footprint enables us to monitor the change in our impact on the environment by comparing different years.

With a view to continuously improving our environmental performance, in 2023 we expanded the scope of this footprint to include some of our subsidiaries outside France. In this way, certain emission items have been taken into account for our activities in Italy, the United Kingdom, the Netherlands, Morocco and the United Arab Emirates. The methodology adopted is presented in greater detail in this document.

The next stage is to complete the integration of international activities and refine the data enabling the calculation of scope 3 emission factors, notably on the impact of digital technology and goods procurement.

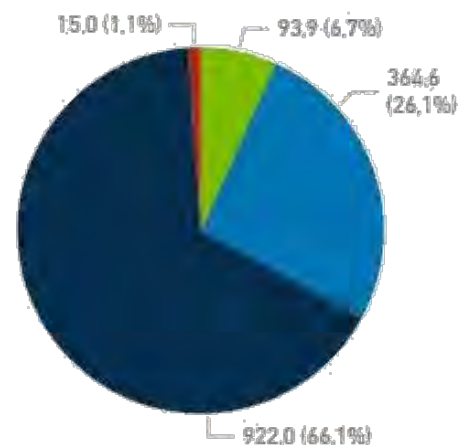
Carbon report SAVOYE EMEA (TCO<sub>2</sub>)

● Scope 1 SAVOYE ● Scope 2 SAVOYE ● Scope 3 SAVOYE



Carbon report SAVOYE EMEA (TCO<sub>2</sub>)

● Electricity ● Gas ● Fuel ● Waste



# ENVIRONMENTAL RESPONSIBILITY

## CARBON FOOTPRINT OF OUR ACTIVITIES

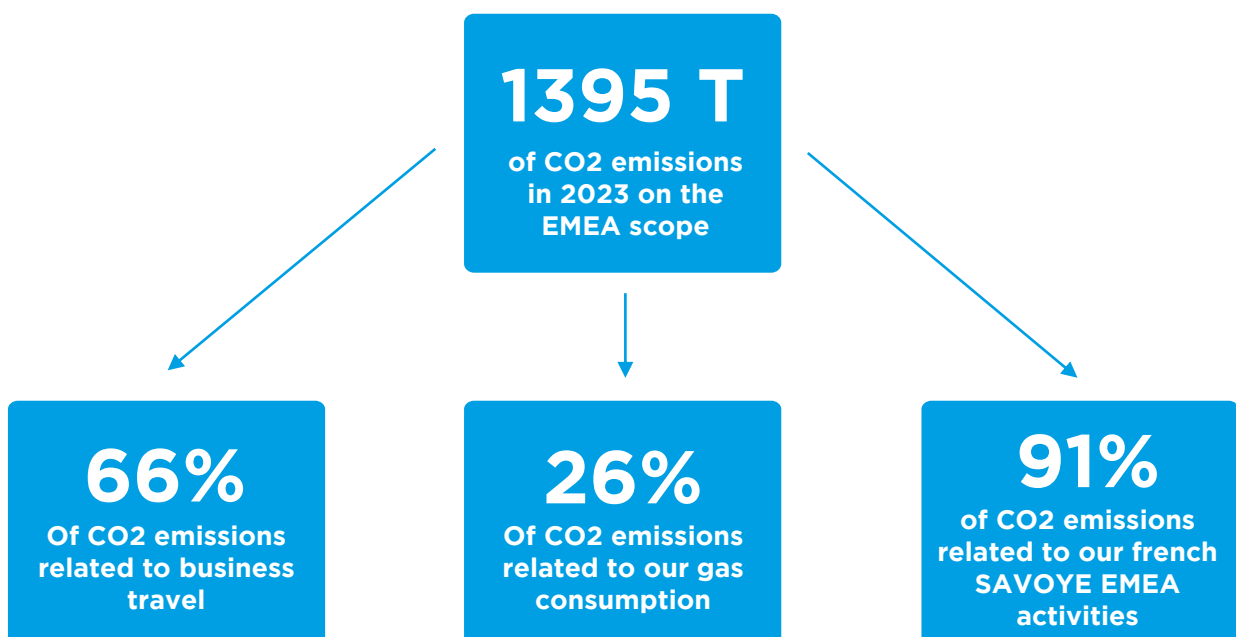
### 2023 FOOTPRINT

The carbon footprint for 2023 for the EMEA scope rose slightly to **1,395 T of CO<sub>2</sub>**. This is mainly due to the integration of fuel consumption data from subsidiaries and to the expansion of our vehicle fleet.

- ◆ **Business travel** is the main source of emissions. These amounted to **922 T CO<sub>2</sub>** equivalent in 2023 (66% of our emissions).
- ◆ The second emissions factor is related to **our gas consumption: 364.6 T CO<sub>2</sub>** equivalent emitted in 2023

**France** still accounts for the vast majority of the carbon impact of SAVOYE EMEA activities. It accounts for **91% of CO<sub>2</sub> emissions** :

- ◆ 65.8% are related to fuel consumption on business travel.
- ◆ The remaining emissions are related to the consumption of gas (28.7%), electricity (4.3%) and the production and treatment of our waste (1.2%).



# ENVIRONMENTAL RESPONSIBILITY

## CARBON FOOTPRINT OF OUR ACTIVITIES

### METHODOLOGICAL NOTE

The data used for the 2023 carbon footprint comes from the following areas: France, Italy, Benelux, United Kingdom, Morocco, United Arab Emirates and Singapore. Note that 85% of our workforce is based in France, and that the activities in this country account for 91% of our CO2 emissions, as calculated on the partial scope of our data available for the areas indicated above.

**Methodological elements and scope considerations are shown in the table below.**

- ◆ The emissions factors used for the calculations are those of the Base Carbone assessment (v23.2) published on the ADEME website
- ◆ Entities included in the 2023 carbon footprint are also highlighted (\*). These areas are used exclusively for tertiary activities and, as such, do not generate industrial waste. Their impact is mainly related to energy consumption on our premises and the journeys made by our employees in the course of their duties. This is why it was decided to work on data concerning these emissions items.

### SCOPE CONSIDERED

Emissions items in ADEME BC format	ACTIVITY SOURCE DATA						
	Energies	Waste	Travel	Inputs	Non-energy	Future packaging	End of life
France	Source data available & incorporated		Business travel data available and incorporated	Data not currently consolidated, planned for future financial years.	As our industrial activities are mainly fitting and assembly, the sources of emissions in the "Non-energy" activity should be limited. This data is not currently consolidated but is expected to be in future financial years.	Data not currently consolidated, planned for future financial years.	Data not currently consolidated, planned for future financial years.
United Kingdom*	Source data available & incorporated	Source data not currently consolidated.					
Italy*		However, these only concern tertiary activities and not industrial waste. Planned for future financial years.					
Marocco*							
United Arab Emirates*							
Singapore *							
Netherlands *	Source data partially available						
United States	Source data not currently consolidated.						
China	Source data not currently consolidated.						

# COMBATTING

# CLIMATE CHANGE

## MAKING OUR PRODUCTION MORE LOCAL

### A LOW-POLLUTION PRODUCTION PROCESS

#### The SAVOYE production process :

- ◆ Does not require water consumption,
- ◆ Does not release pollutants,
- ◆ Does not generate noise pollution.

### PRODUCTION CLOSE TO OUR CUSTOMERS

Following its acquisition by the NOBLELIFT group in 2018, SAVOYE has intensified its international expansion. Since 2019, actions have been taken with one aim: **to limit the transport of materials between continents to the strict minimum and produce as near as possible to where it is needed.**

Since November 2020, the SAVOYE North America subsidiary has had its own manufacturing plant in Aurora to meet North American customer demand and avoid transatlantic shipments.

A similar project is underway to produce our X-PTS system in China, for our customers in Asia.

### A NEW, OPTIMIZED PRODUCTION SITE

**Since 2019, construction of our future Burgundy plant has been underway on the Longvic site.**

As well as optimizing the production process, several actions have been investigated and initiated to limit the environmental impact of our industrial activities:

- ◆ Installation of a photovoltaic power plant on building roofs to self-produce around 50% of our energy needs (EDF estimate),
- ◆ Installation of electric vehicle charging stations,
- ◆ Installation of heat pumps,
- ◆ Installation of a rainwater collection tank to cover 85% to 90% of our sanitary water requirements.



# COMBATTING

# CLIMATE CHANGE

## DEVELOPING MORE ENERGY EFFICIENT SOLUTIONS

### TOWARDS ENERGY-EFFICIENT LOGISTICS HUBS

Logistics hubs are often fairly old, large spaces, which are expensive to light, heat, cool and ventilate. Faced with soaring energy prices and regulatory constraints, hub operators are seeking to **rationalize their energy consumption** and make their operations more carbon-neutral.

#### Many solutions already exist, such as:

- ◆ Reducing energy consumption by installing LED lighting, white roofs (reducing the need for air conditioning) and thermal insulation of the building structure,
- ◆ Renewable energy production (photovoltaic, wind or geothermal),
- ◆ Reducing environmental impact: reuse of brownfield sites, drainage, wildlife protection, etc.

These solutions can be associated with genuine re-evaluation of the structure and design of the logistics hub.

#### Against this backdrop, the automation of storage and order picking processes offers numerous advantages.

- ◆ **Enable very high throughput logistics operations in a small space**, where so-called “manual” warehouses are generally built around aisles with widths and heights designed to provide access for pedestrians and handling equipment.
- ◆ **Increase the compactness of the warehouse to reduce surface area**, and thus contribute to limiting energy costs and combating the artificial occupation of land.
- ◆ **Incorporate smart management in manual and automated processes**, enabling you to optimize the use of warehouse resources in real time according to activity levels.

In this way, solutions designed and integrated by SAVOYE contribute to the fight against global warming.

# COMBATTING

# CLIMATE CHANGE

## DEVELOPING MORE ENERGY EFFICIENT SOLUTIONS

### REDUCE TRANSPORT REQUIREMENTS WITH TMS

ODATiO's TMS (Transportation Management) functions ensure a high level of optimization when it comes to transport.

- ◆ **The chartering grouping** function contributes to a more responsible approach by combining shipping units (manually or automatically), thereby ensuring the optimization of truck loads (by linear loading feet or by volume).
- ◆ **The round optimization functions** are an undeniable way of reducing the distance covered. This reduces transport costs, and GHG emissions, while also optimizing transport times.
- ◆ Finally, **the TMS enables monitoring of CO2e emissions**. By comparing the figure declared by the carrier (a legal obligation since 2015) with that produced by a calculation recommended by the ADEME (the French Environment and Energy Management Agency), it is possible to track changes. This makes it possible to opt for the most responsible carriers. SAVOYE has joined forces...

In addition, ODATiO's WMS (Warehouse Management) **pre-cubing** functions reduces the number of packages and helps in more rationalized truck loads.



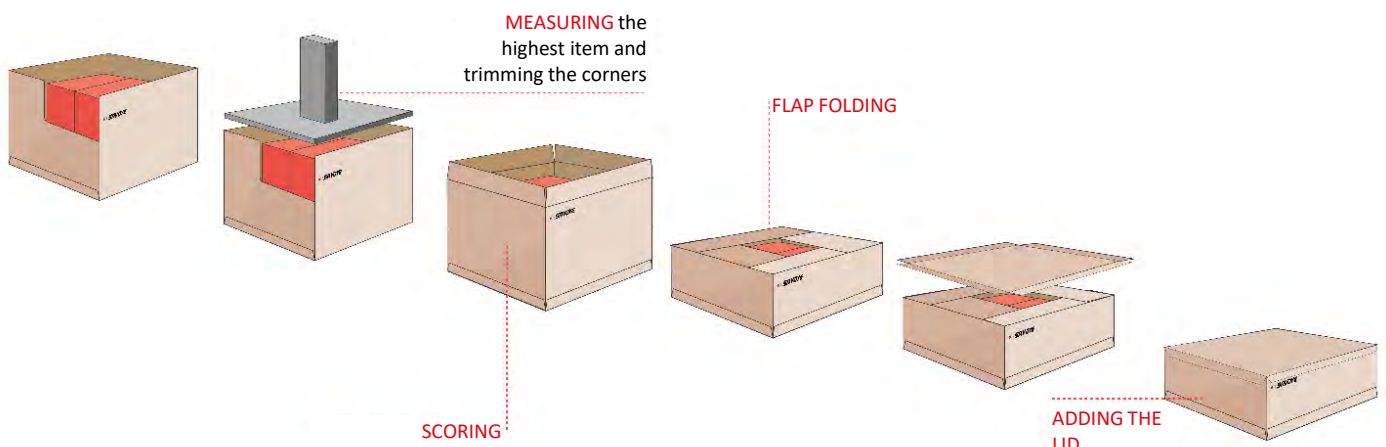


# COMBATting CLIMATE CHANGE

## DEVELOPING MORE ENERGY EFFICIENT SOLUTIONS

### FEWER TRUCKS ON THE ROAD WITH JIVARO

The JIVARO range of packaging machines also ensures **greater control of the volume shipped**. These automated packaging machines adapt the height of cartons to the height of their content, enabling products to be safely packed without the need for void fillers.



#### Two direct environmental benefits:

- ◆ Reducing carton heights increases the number of packages per pallet, thereby **reducing the number of pallets shipped** (and their plastic wrapping);
- ◆ Optimizing truck loading helps **to reduce the number of trucks on the road** and the associated CO2 emissions.

Helping to reduce transport demand is all the more necessary given that the **transport sector is the world's second largest source of CO2 emissions**, and that the volume of parcels sent around the world has never been higher.

**20%**

Transport-related  
CO2 emissions

**161** bn

Parcels shipped  
worldwide  
in 2022

**x2,5**

Increase in the  
number of parcels  
shipped since 2016

Source : *Our World in data, Pitney Bowes Shipping Index 2022*

# COMBATting CLIMATE CHANGE

## DEVELOPING MORE ENERGY EFFICIENT SOLUTIONS

In 2022, a study conducted with the consultancy firm, MACS, measured the benefits of the JIVARO solution.

Increase in fill rate from  
43% to

# 78%

# -39 Tonnes

of Co<sup>2</sup> emissions. 60 m<sup>3</sup> less empty space transported per day, equivalent to 1 truck per day, 30,000 km saved per year

### INITIAL SITUATION

For a distributor of hardware, tools and industrial supplies

- ◆ 120,000 catalog items
- ◆ 3,000 orders handled daily by the logistics hub
- ◆ 3,800 cartons shipped a year
- ◆ Carton fill rate of 43% (average rate in the e-commerce sector)
- ◆ 100 km average round trip

The development of our JIVARO range of machines and the strong growth in our sales in recent years have enabled us to further increase the environmental benefits generated.

Based on studies carried out with our customers, and by rolling-out the gains to our entire installed machine fleet, this means nearly **200 fewer trucks on the road every day.**

Daily savings	
Average carton length	465 mm
Average carton width	321 mm
Average carton height	230 mm
Average height reduction	114 mm
% reduction in initial volume	50%
<b>Average volume reduction</b>	<b>0,017 m<sup>3</sup></b>
Average number of cartons/day per machine	3000
% of carton sizes reduced	90%
Number of machines in operation	255
<b>Number of cartons reduced per day</b>	<b>688 500</b>
<b>Average volume reduced per day</b>	<b>-11 700 m<sup>3</sup></b>
Effective volume of a standard truck	60 m <sup>3</sup>
<b>Equivalent number of trucks</b>	<b>195</b>

Source : White Paper [Green Logistique](#)

# COMBATTING CLIMATE CHANGE

## DEVELOPING MORE ENERGY EFFICIENT SOLUTIONS

### ECO-DESIGNED INTELIS CONVEYORS FOR ENERGY SAVINGS

**INTELIS is the SAVOYE range of light load conveyors, based on several key design principles :**

- ◆ **Modularity** : each INTELIS module has its own mechanical structure, electrical distribution, sensors, actuators and control unit. Like LEGO bricks, they can be easily moved and reintegrated into a new configuration ;
- ◆ **100% electric design** : the entire INTELIS range is powered by electricity, with no need for compressed air ;
- ◆ **Local intelligence:** using PCB control: each PCB communicates with upstream and downstream zones, thus ensuring the propagation of information from its section.

**This architecture makes it possible to adapt the behavior of each module according to the flow conveyed:**

- ◆ **Motor shutdown in case of inactivity:** less noise and energy savings, since only the modules that need to work are running! As a load progresses, the modules switch on, automatically recover energy when braking, switch off in succession..
- ◆ **Eco mode:** if the level of activity is well controlled and no risk of saturation exists, eco mode enables conveyors to work without acceleration and generates greater energy recovery during braking.



# COMBATTING CLIMATE CHANGE

## DEVELOPING MORE ENERGY EFFICIENT SOLUTIONS

Right from the preliminary design phase, SAVOYE was supported by CETIM in implementing an eco-design approach in accordance with French standard NF E 01-005.

This process was structured around three key stages :

- ◆ Creation of an environmental profile for each stage in the product life cycle,
- ◆ Identification of project guidelines,
- ◆ Definition of environmental indicators for each guideline (recyclability rate, CO2 level, noise reduction, energy efficiency, etc.).

CETIM also supported us in our search for the most energy-efficient technical solutions, and in the creation of an energy configuration tool to estimate the power consumption of a future installation.

All this work has led to significant gains in terms of environmental impact compared with our previous range of conveyors (Fastrack), at every stage of the life cycle:

Raw materials	<ul style="list-style-type: none"><li>• Reduction in the number of part catalog items(-78%)</li><li>• Overall reduction in number of parts (-65%)</li><li>• Weight reduction (-11.5%)</li><li>• Reduced CO2 footprint of raw materials (-32%)</li></ul>
Use	<ul style="list-style-type: none"><li>• Reduced power consumption, excluding compressed air (-50%)</li><li>• Reduced noise levels in real working environments from 70 to 65 db(A)</li></ul>
Recycling	<ul style="list-style-type: none"><li>• Recycling rate &gt;75%</li></ul>

Reduced noise, lower energy bills, no need for compressed air and simplified maintenance operations are all benefits appreciated by our customers, operators, and users alike.



# COMBATTING CLIMATE CHANGE

## DEVELOPING MORE ENERGY EFFICIENT SOLUTIONS

### ENVIRONMENTAL ISSUES AT THE HEART OF OUR FLAGSHIP INNOVATION PROJECTS

In line with the priorities of our long-term innovation roadmap, we have chosen to launch **multi-year developmental projects**.

**These projects have an environmental dimension and are aimed at reducing the impacts associated with the life cycle of our installations :**

- ◆ Optimizing the energy performance of our subsystems,
- ◆ Increasing the lifespan of customer installations,
- ◆ Helping to reduce the transportation of goods and business travel,
- ◆ etc.

**The PARCEL and MOPSOS projects are perfect examples of this :**

#### PARCEL



**For forward-looking management of logistics centers.**

Aim : to design smart tools for better warehouse management, based on an eco-designed, real-time localization platform.

Environmental issues: beyond the platform itself, which will be eco-designed, SAVOYE is committed to:

- ◆ Conducting a life cycle assessment (LCA) of the warehouse with and without use of the platform,
- ◆ Measuring and tracking the environmental benefits of the project

#### MOPSOS



**For predictive warehouse maintenance.**

Aim : to build algorithms and a data infrastructure able to deploy predictive maintenance services

Environmental issues: this project aims to reduce the impact of our installations on two levels

- ◆ By avoiding unnecessary travel and optimizing visits by our maintenance teams to customer sites
- ◆ By increasing the lifespan of our installations through more efficient maintenance of our installed equipment

**These projects are executed on a collaborative basis to ensure efficient technology transfer, and are supported by a comprehensive ecosystem:**

- ◆ Research centers: Cea Leti, inria
- ◆ Universities: UGA - Université Grenoble Alpes, Arts & Métiers Paris Tech, INSA Lyon, UTC de Compiègne
- ◆ Leading start-ups and SMEs: Altyor, HAWAI.tech

# PRESERVING BIODIVERSITY

## HELPING TO REDUCE FLOOR SPACE OCCUPATION

### STORAGE SOLUTIONS TO REDUCE LAND REQUIREMENTS

**Automated storage systems** for both light and heavy loads are particularly effective **in optimizing the use** of warehouse space, whether when building a new warehouse (to reduce the surface area and therefore the materials required), or to prolong the use of an existing hub (particularly in a context of growth).

Compared with conventional shelf storage, **these systems offer substantial savings in floor space.** As such, they address the issue of land availability and optimize the use of existing sites, particularly around major metropolitan areas.

#### Comparison examples for storing heavy or light loads :

- ◆ **Light loads** : comparison between an X-PTS goods-to-person (GTP) system and a manual solution, with identical requirements.

	Automated GTP picking	Manual picking
# Locations	50,000 positions (600x400x340 mm)	
Storage levels	26 levels	5 levels per shelf
Total surface area	1695 m <sup>2</sup> including aisles, maintenance access area, conveyors and picking stations* (* on 2 levels)	2223 m <sup>2</sup> 6670 m <sup>2</sup> spread over 3 floors (ground + 2 mezzanine levels)
<b>Space savings</b>	<b>-24 %</b>	

- ◆ **Heavy loads** : comparison between a Magmatic double-depth system and a manual racking system (with conventional forklift), for a 14 m<sup>2</sup> high warehouse.

	Automated system	Manual system
# Locations	~25,000 Euro pallets (average for a Magmatic installation)	
Storage levels	5 levels	4 levels Forklift limited to ~8m high
Total surface area	~9.765 m <sup>2</sup> 100 m long x 100 m wide Spread over 14 aisles	~16.810 m <sup>2</sup> Including forklift traffic aisles
<b>Space savings</b>	<b>-42%</b> (rising to 52% over 6 levels)	

- ◆ SAVOYE has also developed a range of products **suited to activities involving refrigerated or frozen storage.** The densification of storage for this type of activity means a significant reduction in energy consumption for cooling installations.

# WASTE AND RESOURCE USE

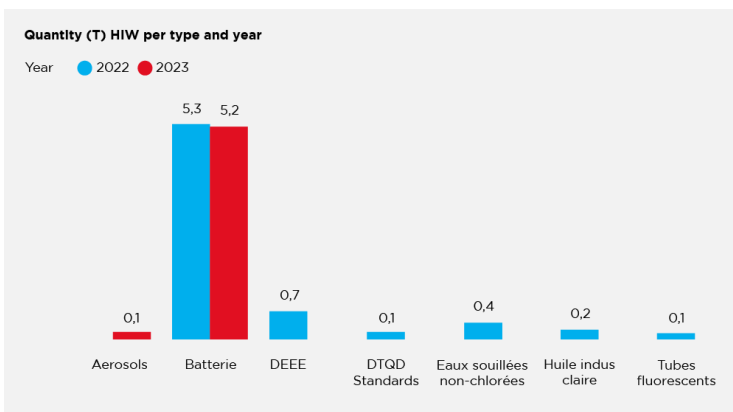
## REDUCING OUR PRODUCTION WASTE

### WASTE MANAGEMENT AND SELECTIVE SORTING ON OUR SITES

Our business generates two types of waste :

- ◆ **OIW:** Ordinary or non-hazardous industrial waste defines all mixed, non-inert and non-hazardous waste produced by usual trade activities (metals, glass, plastic, paper and cardboard, etc.)
- ◆ **HIW:** Hazardous industrial waste results from industrial activity and poses a risk to health or the environment. This waste requires special treatment.

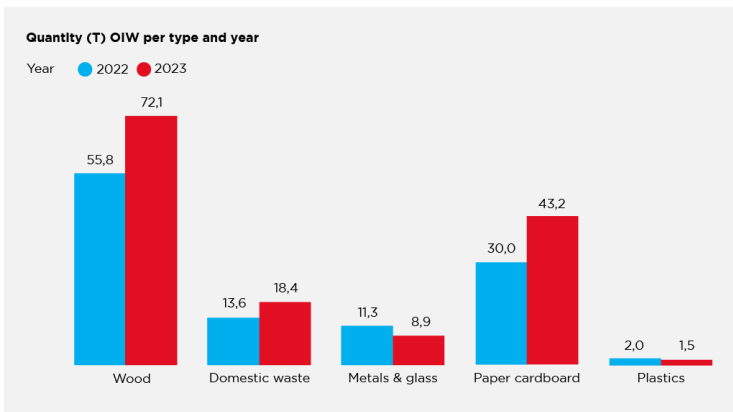
**In France**, over the last two years, the quantity of waste generated by our activities and treated in an appropriate process has represented the following tonnage :



◆ **2022: 119.5 tonnes of waste produced**

◆ **2023: 149.5 tonnes of waste**

- ◆ This increase is mainly due to a rise in the quantities of wood generated by a higher activity load for site returns over the first 6 months of the year, as well as for product reception (to cope with the shortage of parts).



- ◆ There was also a sharp increase in waste generated by sorting in preparation for the move to the future Longvic site (household waste and archive paper).

# WASTE AND RESOURCE USE

## REDUCING OUR PRODUCTION WASTE

### ACTIONS TAKEN TO REDUCE WASTE

**A reorganization of waste management** at the Ladoix site enabled us to optimize collections and reduce vehicle rotations since its implementation in the fourth quarter. In particular, this reorganization reduces the carbon impact of waste transfers by truck. In Q4, this reorganization halved the number of collection journeys. The benefits will be most visible in 2024.



**A project to recover unused electronic** equipment from our work sites has been finalized. This will enable us to offer a second life to some electronic equipment that was initially treated as Waste Electrical and Electronic Equipment. This equipment will be reused rather than destroyed.

**Finally, at the future Longvic site, pallets will be recycled,** with the creation of a space dedicated to their sorting to facilitate their return to use and thus the circular economy.



## WASTE AND RESOURCE USE

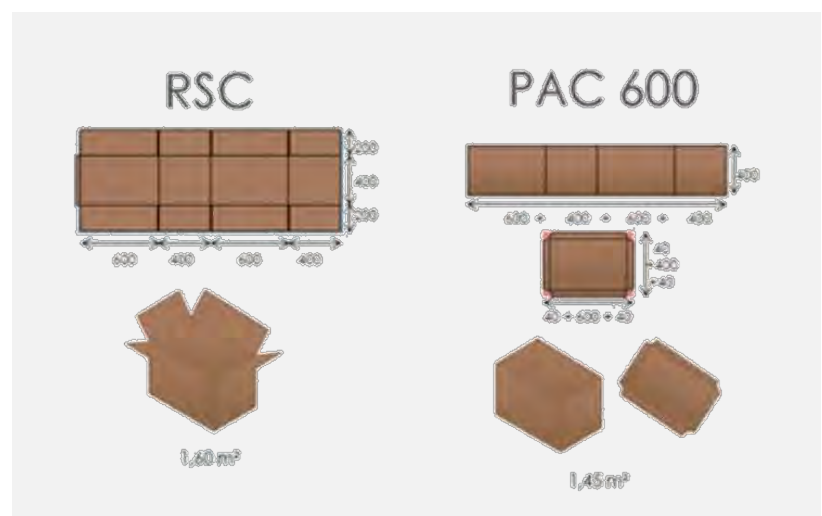
### HELPING TO REDUCE CUSTOMER WASTE

#### REDUCED CONSUMPTION OF CARDBOARD AND VOID FILLER

Our PAC 600 machine range is based on the use of cartons with lids, rather than American cartons with flaps or trays. **This reduces the surface area of cardboard used by at least 10%** (up to 33% for trays).

Saving on cardboard use  
**-10%**

Reduced use of void filler paper  
**-700kg/day**



In addition, by adapting the size of the parcel to the products it contains, JIVARO packaging machines secure the contents and eliminate the need for additional void fillers, which often have a high carbon footprint (kraft paper, polystyrene chips, plastic airbags). This also facilitates direct recycling of the carton once emptied.

Based on the case presented earlier (see p.25) the average saving on void filling is assessed as being approximately 700 kg of paper a day, which is equivalent to **66 tonnes of CO2 a year**.

#### OPTIMIZING CARTON SIZE

**The pre-cubing function** defines the composition and size of cartons before they are formed.

By optimizing the quantity of packaging, its size or height, while taking account of a product's void ratio or its packing options, the WMS generates significant savings in terms of the use of cardboard.

In addition, the use of electronic delivery notes and the completion of processes without printing helps reduce the use of paper.



04

# **SOCIAL & SOCIETAL RESPONSIBILITY**

**EMPLOYER BRAND AND HR POLICY**

**WORKING CONDITIONS**

**EQUALITY AND OPPORTUNITIES FOR ALL**

**LEGAL & SOCIAL DIALOG**

**HEALTH AND SAFETY FOR OUR CUSTOMERS &  
USERS**

**BACK TO MENU**

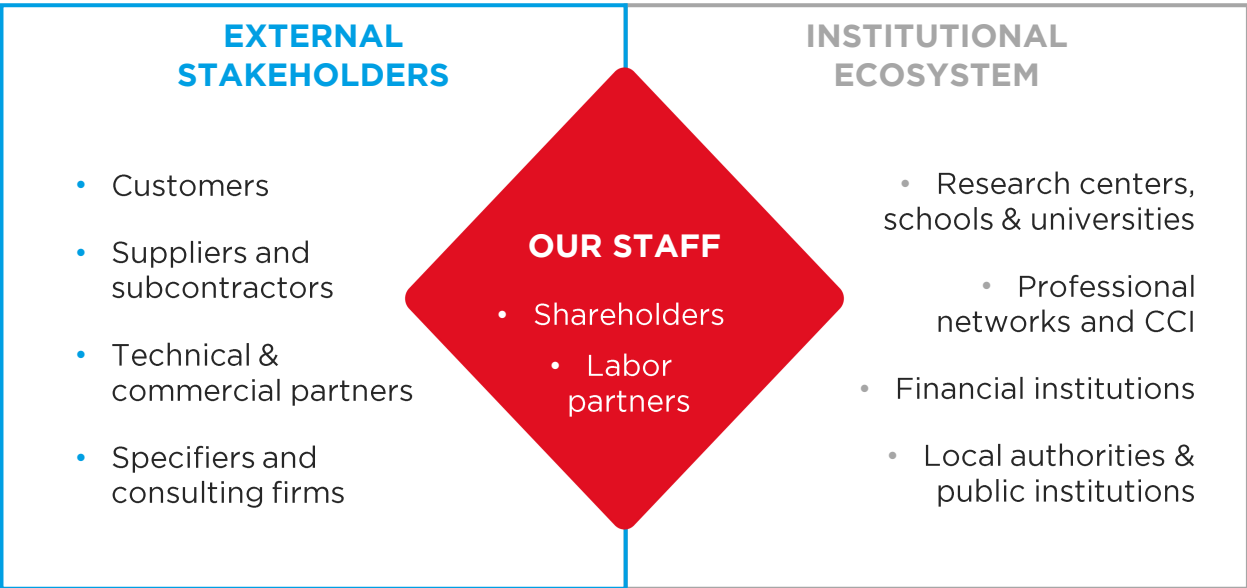


# SOCIAL & SOCIETAL RESPONSIBILITY

## IMPACTS & CHALLENGES OF OUR ACTIVITIES

### OUR STAKEHOLDERS

At SAVOYE, our employees are in daily contact with multiple stakeholders



- ◆ **Our internal stakeholders**, first and foremost our employees, but also our shareholders and labor partners,
- ◆ **Our external stakeholders**, with whom we interact on a daily basis as part of our research & development, sales, project deployment, as well as support & maintenance activities,
- ◆ **Finally, our ecosystem of institutional partners**, who support and/or advise us as we carry out our activities.

# SOCIAL & SOCIETAL RESPONSIBILITY

## IMPACTS & CHALLENGES OF OUR ACTIVITIES

### THE IMPACT OF SAVOYE ACTIVITIES ON OUR STAKEHOLDERS

**They concern both our employees and our external stakeholders :**

- ◆ Creating jobs and contributing to equal opportunities in our business areas
- ◆ Skills development in line with the development of our activities and market needs
- ◆ Improving working conditions for users of our solutions and our employees
- ◆ Participating in the life and vitality of the ecosystems that surround us, whether they are directly related to our operations (upstream or downstream of our value chain) or form part of our business areas

### OUR MAIN SOCIAL ISSUES AND CHALLENGES

**Vis-à-vis our employees :**

- ◆ To identify talents and develop key skills to support the long-term transformation and growth of SAVOYE
- ◆ To develop mobility within the Group and change the culture in a context of international expansion of SAVOYE activities
- ◆ To embody our employer brand to better welcome and retain our employees ("people centric")
- ◆ To ensure observance of health and safety requirements in the workplace

**Vis-à-vis our external stakeholders (customers, partners, end-users of our solutions) :**

- ◆ To support our existing and future customers over the long term and maintain the bond of trust with them, by delivering solutions tailored to their needs and meeting our contractual commitments
- ◆ To guarantee quality of service, whatever the customer and wherever they are located, throughout the life cycle of their solution (automated equipment, software solutions, IT systems)
- ◆ To contribute to economic development in the regions where we operate
- ◆ To work together with our stakeholders to continue offering innovative solutions and services in line with market needs

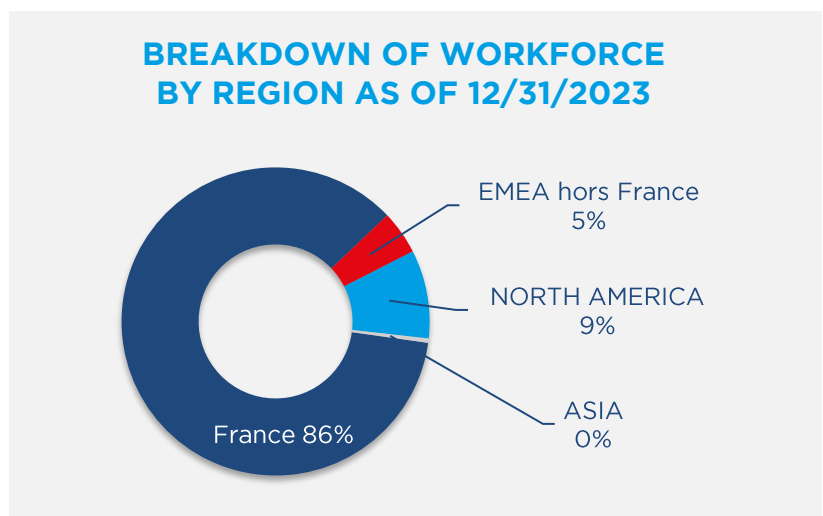
# SOCIAL & SOCIETAL RESPONSIBILITY

## KEY FIGURES

### OUR TEAMS AROUND THE WORLD

In 2023, SAVOYE had **873 employees worldwide**, nearly 15% of whom were located outside France.

Headcount grew by 3% overall, **driven by the expansion of our subsidiaries in the EMEA (Europe, Middle East & Africa) region.**



### NEW RECRUITMENT IN 2023

In 2023, **99 people were recruited in EMEA**, **84% of them in France**. **88%** of new hires are **long-term contracts**.

The 2023 churn rate is **11.62% in EMEA** and **10.45% in France** (respectively 13.34% and 11.96% in 2022).



*Note: the churn rate is calculated as follows: (Effective departures + arrivals during the year in question) / 2 / headcount on January*

## SOCIAL & SOCIETAL RESPONSIBILITY

### A STRENGTHENED EMPLOYER BRAND

#### THE THREE PILLARS OF OUR SAVOYE EMPLOYER BRAND

- ◆ Joining SAVOYE means being part of **an international development project**. Originally a purely French company, SAVOYE is now positioned as an international player. The prospect of a new impetus abroad calls for a new adventure and new projects. An exciting revival after Covid. International growth enables our employees to develop their careers in a multicultural environment.
- ◆ SAVOYE is also a company on a human scale, enabling every employee to **have an impact on the organization**, to be listened to for their ideas, with easy access to management. We also boast a long and continuous history of innovation in products and services, based on real applications and customer use cases. We continue to develop our innovation mindset and openness to others. We invest in R&D developments that will help us improve our environmental impacts.
- ◆ Of course, we are fortunate **to work in an industry that is constantly evolving**, intellectually stimulating and driven by the design of tomorrow's Supply Chain. With this in mind, staff recruitment is becoming increasingly professional, to ensure the necessary support for our growth. A dedicated team will implement an ATS management tool to enable us to improve the performance of our recruitment times, create a global pool of employees, improve our careers page and start building an employer promise in support of a coherent brand policy.
- ◆ At the same time, the Group is committed **to promoting employment, diversity and equal opportunities**. The Human Resources department is the guarantor of our actions.

#### OUR IMPROVEMENT EFFORTS FOR 2024

**With a view to continuous improvement of our HR function, several projects are planned for the coming years, including :**

- ◆ **Digitization** of the HR function, with dedicated tools and structured, shared processes to facilitate recruitment, employee development/training, employee performance monitoring, etc.
- ◆ **Completion of an audit**, with a view to deploying a policy on disability in the workplace in 2024. This audit will enable us to take stock of the current situation and make initial recommendations.

# WORKING CONDITIONS

## ENSURING THE SAFETY OF OUR EMPLOYEES AT WORK

### HEALTH AND SAFETY AT WORK

In addition to complying with applicable legislation, at SAVOYE we are particularly committed to **safety at work** and **protecting the health** of all our employees in the course of our operations, on our own sites and those of our customers.

To achieve this, in particular for training and technical solutions, we take into account:

- ◆ The diversity of our businesses and the technologies we offer,
- ◆ The risks to which our employees may be exposed in the course of their work,
- ◆ Our international presence and growth prospects.

**Particular attention is paid to raising employee awareness** as well as the accessibility of data and documents. This in-depth work, combined with transparency in dialog and incident feedback, enables us to continue improving SAVOYE's health and safety culture.

Finally, to meet SAVOYE's current challenges and support our growth, the HSE function was reorganized in 2022, with the segregation of occupational health and safety from equipment technical compliance. This reorganization has enabled us to respond in tangible terms to employee expectations and to the issues they encounter in carrying out our projects.

### STANDARDS TO GUARANTEE SAFETY FOR ALL

**To bring our health and safety vision to life, multiple procedures and standards are deployed to specify or clarify:**

- ◆ Requirements relating to the conditions of performance of our operations in special or high-risk environments,
- ◆ The expected level of protection, and in particular the use of Personal Protective Equipment (PPE),
- ◆ Instructions to be followed when working on our own and on customer sites.

# WORKING CONDITIONS

## ENSURING THE SAFETY OF OUR EMPLOYEES AT WORK

To continue to monitor our business activities and operations in sometimes risky environments, we have continued **to collect feedback from the field** and **data from our work sites and projects on customer sites**, with a view to returning prevention to the forefront.

All this data enables us to monitor trends and identify priority areas for action. Safety indicators and undesirable production events are reviewed during Short Interval Management (SIM). These SIM activities are deployed at different levels (SIM 1 to 4), all open with a review of safety indicators, namely:

- ◆ The number of hazardous situations and near misses, as well as the number of days since the last hazardous situation. To emphasize our risk prevention focus, this data enables us to work on the basis of Bird's pyramid, to identify hazardous situations and to be informed of near-accidents so as to be able to deploy preventive actions;
- ◆ Type and number of days since last incident.

	2021	2022	2023
Number of accidents leading to work stoppages (excluding commuting accidents)	9	7	6
Frequency rate	8,44	6,46	5.61
Severity rate	0,08	0,04	0,04

The actions undertaken in 2023 have enabled us to reduce the number of accidents leading to work stoppages and the number of first aid treatment cases.

With the main aim of improving our safety culture, incident histories and feedback from employees are used to select and build communication media which are then regularly distributed to the employee population.

The indicators we monitor are regularly reported to staff and are also shared with the CSSCT health & safety committee.





## WORKING CONDITIONS

### CONSOLIDATING OUR CÔTE D'OR TEAMS AT A NEW SITE

#### A NEW PLANT AND HEADQUARTERS TO CONSOLIDATE OUR ACTIVITIES IN THE CÔTE D'OR DÉPARTEMENT

Against a backdrop of strong growth (+26% turnover in 2021 and +8% in 2022, +37% order intake in 2022), SAVOYE needs to expand.

This is why, in 2019, the company initiated **a project to consolidate its sites in Côte-d'Or** (21 - Bourgogne-Franche-Comté) which will enable it to accommodate more than 600 employees by the end of 2024 and meet its growing needs in terms of equipment production and management.

This construction project involves **a building of almost 21,000 m<sup>2</sup>** on a 6-hectare site, located between the two existing plants, in the Beauregard ZAC park in Longvic, near Dijon.

#### STRONG AIMS

**This site reflects our company's commitment to both the environment (see p.21) and society at large. This new site aims to :**

- ◆ Promote closeness and synergy between teams,
- ◆ Provide a pleasant, high-quality working environment for our employees, encouraging creativity and innovation, with a view to improving Quality of Life at Work (QWL),
- ◆ Reduce road risks for our employees traveling between sites and other users, as well as inter-site travel,
- ◆ Attract new talent,
- ◆ Welcome our customers and partners and demonstrate our technology and software solutions in our 1600 m<sup>2</sup> showroom,
- ◆ Strengthen the company's roots in its current area of activity (in 2020, a Dijon-based company will be chosen to work on the interior design of the future site).

# WORKING CONDITIONS

## CREATING LINKS BETWEEN OUR EMPLOYEES

### REGULAR COMMUNICATION OF INFORMATION

Since 2020, we have used **the Steeple corporate social network**. As an internal communications tool, it enables us to share useful information both upwards and downwards.

Everyone is free to publish news or new information.

Internal and Corporate Communications, Human Resources and some corporate teams frequently use it to share information about the life of the company.

As such, everyone can give information and keep up to date with what's going on in the company and what other colleagues are up to.

**Steeple**



### GOOD TIMES TO SHARE



**Site tours:** twice a year, members of the Executive Committee (EXCOM) visit each SAVOYE site in France.

- ◆ The aim of these visits is to enable the EXCOM to remain as in touch as possible with employees and share in the day-to-day realities and problems they encounter.
- ◆ These tours are also an opportunity for the Executive Committee to present company news and projects, and to respond to questions and comments from employees on any subject relating to SAVOYE, in an informal setting.
- ◆ Initiated in 2022, the feedback was very positive, so the tours were repeated in 2023 and will be repeated again in 2024.

## WORKING CONDITIONS

### CREATING LINKS BETWEEN OUR EMPLOYEES

**Group events:** in 2023, two biannual events were launched, with a view to both top-down and bottom-up communication, to keep employees regularly informed and give them a means of expressing themselves.

- ◆ **SAVOYE Live** : event in a televised set format, broadcast live with EXCOM members addressing all employees. All current company topics are covered: business, finance, projects, innovation, etc. Employees are invited to ask questions live via text message.

 **SAVOYE** *live together*



- ◆ **SAVOYE Leaders** : Teams event for company managers (around 90 participants), presented by the COMEX. All subjects are discussed in complete openness, with a particular focus on business and financial news. Managers are then asked to pass on relevant information to their staff.
- ◆ Following each event, a **satisfaction questionnaire** is sent out to everyone and the results are shared publicly.

### OUR IN-HOUSE SPORTS ASSOCIATIONS LIVEN UP COMPANY LIFE ON A DAILY BASIS

Aware of the importance of employee health, the SAVOYE Group sponsors its sports associations.

Notices are regularly shared by participants on the Steeple internal communications network.

# EQUALITY AND OPPORTUNITIES FOR ALL

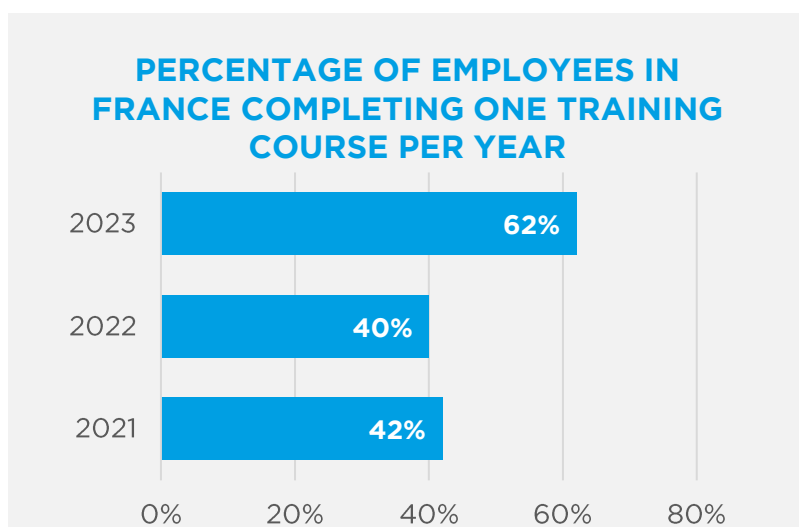
## DEVELOPING EMPLOYEE SKILLS

### OUR SKILLS DEVELOPMENT POLICY

The SAVOYE Group pays special attention to maintaining and developing the skills of its employees.

The creation of the Talent Management and Recruitment department has initiated a process of identifying development needs for managerial skills, supported by the results of development and performance interviews and assessment of the training plan. Up to now, this has been the result of bottom-up work, which will be challenged top-down to ensure that choices are made in line with strategic HR aims.

At the same time, work is underway to focus on partnership initiatives with schools (see p.45 for more details).



**4 days**

of training on average per year

In 2023, 62% of French employees benefited from training (versus 40% in 2022). The majority of employees have received training in the use of the new ERP system, which explains this significant increase. At the same time, trained employees benefited from an average of 4 training days, identical to 2022.

### ASCENTLINE THE DEDICATED TRAINING PLATFORM

SAVOYE has a **dedicated Training & Documentation team** that develops content and delivers training courses for our customers, partners and employees alike.

All SAVOYE employees can benefit from this content via the **ASCENTLINE platform**, which provides access to e-learning courses, virtual classes, resources and knowledge tests.

# EQUALITY AND OPPORTUNITIES FOR ALL

## PROMOTING GENDER EQUALITY

### OUR SKILLS DEVELOPMENT POLICY

The company is committed to equal treatment for men and women at all levels. In France, **19.5% of the company's workforce were women** in 2023, a proportion that has been stable for several years

**A company agreement on Gender Equality was signed in 2023 and the company has made commitments in four areas of action, which are :**

- ◆ Hiring,
- ◆ Training
- ◆ Promotions,
- ◆ Compensation and benefits.

In each of these areas, indicators are identified and monitored in an annual gender equality report.

**The company also monitors the Equality Index indicators, which it publishes on its website :**

- ◆ Increase in the number of employees returning from maternity leave
- ◆ Differences in promotion breakdowns
- ◆ Differences in the distribution of individual salary increases
- ◆ Proportion of women in the 10 highest earners
- ◆ Gender pay gap

### INITIATIVES TO INCREASE THE NUMBER OF FEMALE EMPLOYEES

Action has been taken to increase the number of women in our workforce, which remains difficult in some professions. We also keep a close eye on the balance between our professional and personal lives.

- ◆ Days not worked by part-time employees are taken into account when setting meeting dates
- ◆ We pay particular attention to meeting times
- ◆ Meetings are scheduled in advance to enable employees to better manage their work/life balance
- ◆ Agendas can be adapted to suit exceptional personal situations

**In 2023, nearly 25% of new hires in France were women (as a proportion of total new hires).**

# EQUALITY AND OPPORTUNITIES FOR ALL

## OFFERING NEW OPPORTUNITIES

### SUPPORTING YOUTH EMPLOYMENT

**SAVOYE is committed to promoting the development of skills and the integration of students and recent graduates.**

- ◆ In 2023, 49 work-study students (from professional high-school level to masters level) will be working at SAVOYE (up 17% on 2022).
- ◆ Over 80% of work-study students complete a work-study program lasting a year or more.
- ◆ The company also welcomed 18 trainees from junior high level to engineering grade, over the course of the year in 2023

**SAVOYE continues to develop its relationships with schools and universities :**

- ◆ Recruiting PhD students to drive forward our innovation projects and incubate new key skills
- ◆ Partnerships with numerous schools: TELECOM Saint Etienne, ESIRAR Grenoble/Valence, Université de Compiègne, St Joseph and Gustave Eiffel Lycées in Dijon, IUT de Bourgogne, IUT de Montluçon and more
- ◆ Participation in recruitment fairs and forums (NUMEUP digital forum, L'industrie Recrute) and support for student association AFEV
- ◆ Presentations of SAVOYE businesses skills and organization of tours
- ◆ Presentations by managers in project management and HR training centers, and participation in CQPM metallurgy qualification judging panels

### PROMOTING EQUAL OPPORTUNITIES



In 2023, in partnership with NQT (Nos Quartiers ont du Talent), we launched **the SAVOYE Passerelle** support program. We offer SAVOYE employees the chance to **promote equal opportunities** by helping young graduates from disadvantaged neighborhoods or modest social backgrounds to enter the job market.

Our employees can become mentors for a young person, helping them to define their career plans, prepare for interviews, proofread résumés and more.

To date, nearly 180 employees have signed up for information meetings with the association and 12 of them are already mentoring a young person.

## EQUALITY AND OPPORTUNITIES FOR ALL

### RAISING AWARENESS OF DISABILITY AND PROMOTING INTEGRATION

#### FIRMLY ANCHORED IN THE LOCAL ECOSYSTEM, TO PROMOTE INTEGRATION

Our responsibility as a group is to develop our actions in our regions, particularly in terms of partnerships with protected sector companies. We work with APF France Handicap, ESATs, PROMUT amongst others

**Our aim is to help integrate people with disabilities into the world of work, wherever we are present.**

#### ALONGSIDE INNOVATION & DEVELOPMENT IN OUR INDUSTRY

SAVOYE also maintains relationships with many other local institutions and inter-professional associations, with **the aim of contributing to local economic development :**

- ◆ Member of UIMM and Club HSE
- ◆ Member of innovation networks: COSTRAFrenchTech Saint-Etienne, startUpIncube incubator, French Fab, Auvergne Rhône Alpes "Digital League" network
- ◆ Involvement in entrepreneurial networks: Réseau Entreprendre, Audace d'entreprise, les Entrepreneuriales, Sprint Project
- ◆ Sponsor of the ROADEF conference on Operational research and Decision-making aids
- ◆ Participation in global AI competitions (with a first place prize in 2023)
- ◆ Inter-organization challenge for blood and plasma donation

#### INTERNAL INITIATIVES FOR OUR EMPLOYEES AND SOCIAL PARTNERS

In 2023, the European Week for the Employment of People with Disabilities provided an opportunity to raise awareness among all our employees :

- ◆ Daily quizzes and videos
- ◆ Information displays and awareness-raising posters in offices and high-traffic areas

In addition, social dialog with employee representatives takes into account the interests of workers with disabilities.

Measures in favor of workers with disabilities are included in our company-wide agreement on quality of life at work signed in 2022.

**A CSE committee dedicated to the disability theme** also meets at least twice a year to discuss the issue.

## LEGAL & SOCIAL DIALOG

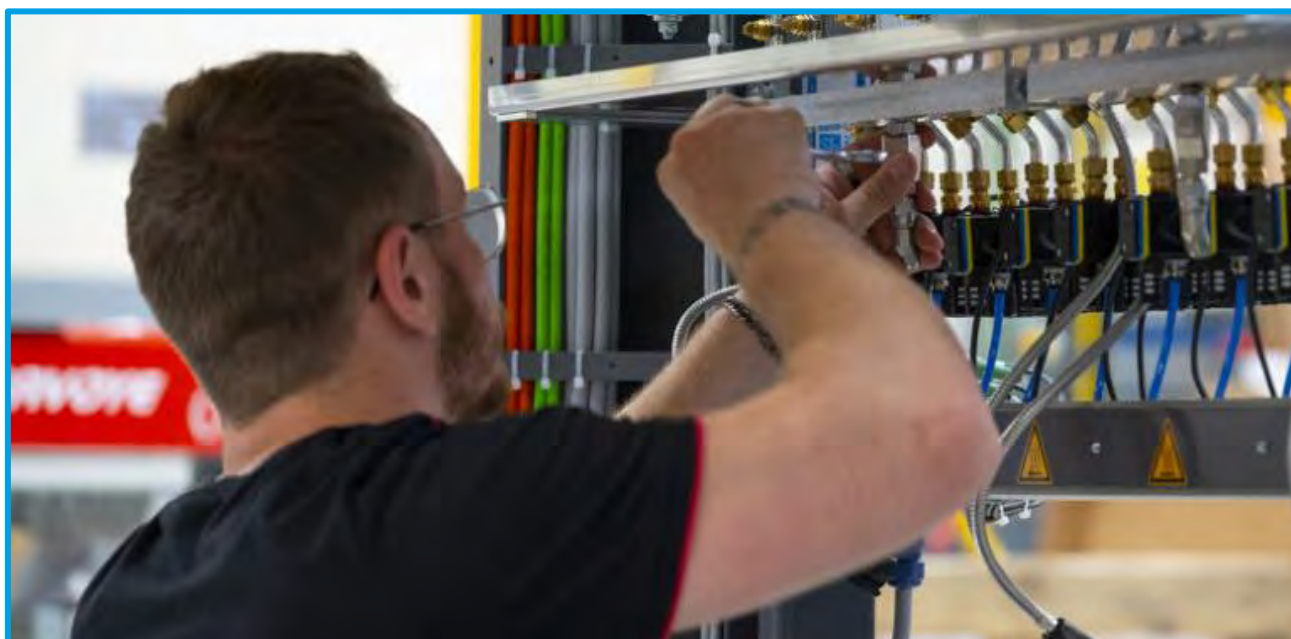
### IMPROVING THE WORKING ENVIRONMENT FOR OUR EMPLOYEES

#### APPLICATION OF THE NEW COLLECTIVE BARGAINING AGREEMENT FOR THE METALLURGY INDUSTRY

On February 7, 2022, the UIMM and three trade unions representing the sector signed **the new collective bargaining agreement for the metallurgy sector**, which came into force on January 1, 2024.

Further to the provisions that apply directly to all employees in the branch, the collective bargaining agreement defines guidelines, tools and methods that companies are invited to use, to develop social dialog and enable employees to build genuine career development projects in a quality working environment.

The aim of the signatories was to build **a simpler, more accessible, fairer and socially and economically more efficient contractual framework**, serving the development and excellence of the industry.



Against this backdrop, SAVOYE has embarked on a major project in France to apply the new provisions of the national collective agreement, in particular the new classification system defined by the industry.

Around 350 new job descriptions have been produced and will be rated according to the new collective bargaining agreement by 2023, then sent to each employee.



## LEGAL & SOCIAL DIALOG

### IMPROVING THE WORKING ENVIRONMENT FOR OUR EMPLOYEES

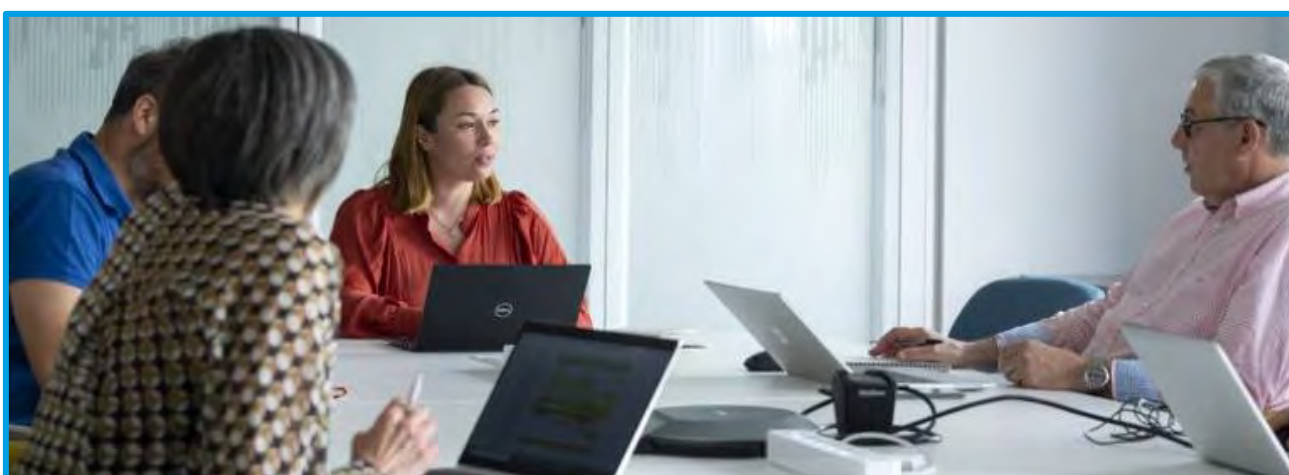
#### NEW COMPANY COLLECTIVE BARGAINING AGREEMENTS

Against the backdrop of the change in collective bargaining agreement and the new applicable provisions, SAVOYE also signed the last company agreements under negotiation with labor partners in June 2023, following the partial transfer of assets from SAVOYE to A-Sis in 2019.

These agreements formalize the progress SAVOYE has made in team management in France and mark the end of more than 3 years of work and negotiations.

**The 11 new agreements were signed between April 2022 and June 2023. The agreements will be phased in over time:**

- ◆ Agreement applicable from January 1, 2022: Profit sharing agreement
- ◆ Agreement applicable from April 6, 2022: QWL Agreement
- ◆ Agreements applicable from January 1, 2023: Company savings plan Agreement (PEE), Group Pension Fund Agreement (PERCOL), Medical insurance Agreement and Providential insurance Agreement
- ◆ Agreements applicable from July 1, 2023: Careers management Agreement (GEPP) and Gender Equality Agreement
- ◆ Agreements applicable in 2024: Working time Agreement, Duty shift Agreement and Working time account Agreement (CET)



The new company-wide agreements for France are the result of high-quality social dialog which has enabled us **to harmonize the rules** applicable to our employees and **adapt our operating methods** to our business, while making significant progress in terms of **working conditions** for employees in France.

In 2023, a major communication campaign was carried out with employees and managers to ensure that these agreements were applied.

## HEALTH AND SAFETY FOR

## OUR CUSTOMERS & USERS

### REDUCING THE WORKLOAD FOR OPERATORS

#### IMPROVING WORKING CONDITIONS AT LOGISTICS HUBS

Against a backdrop of general tension on the job market, supply chain professions, like many other sectors, are facing labor shortages. As a result, more than 3 out of 5 transport and warehousing companies experienced recruitment difficulties by the end of 2022, compared with 45% in 2021 (source: Banque de France).

**Improving the working conditions, well-being and safety of operators and handlers** who work on logistics hubs every day is a major challenge for companies, with numerous benefits:

- ◆ Reduced work stoppages due to musculo-skeletal disorders (MSDs) and other occupational illnesses,
- ◆ Increased employee loyalty and recruitment appeal,
- ◆ Improved productivity in logistics operations.

**10km**

average distance covered per day by a logistics operator

**63%**

of transport & warehousing companies are facing recruitment difficulties

#### **Automation and digital solutions improve working conditions in warehouses on several levels :**

- ◆ Optimization and/or reduction of travel and order picking circuits,
- ◆ Reduce loads handling and carton weights for greater comfort, in compliance with current standards,
- ◆ Improved workplace ergonomics and accessibility, particularly for operators with disabilities.

By adapting the ergonomics of our software solutions to integrate the WACG (Web Content Accessibility Guidelines) standard, SAVOYE makes its solutions accessible to as many people as possible.

Source : Banque de France - [À quelles difficultés de recrutement les entreprises françaises sont-elles confrontées ? \(April 2023\)](#)



## HEALTH AND SAFETY FOR

## OUR CUSTOMERS & USERS

### REDUCING THE WORKLOAD FOR OPERATORS

#### REDUCING MUSCULO-SKELETAL INJURIES WITH X-PTS PICK STATIONS

The X-PTS Pick Station is integrated into our X-PTS goods-to-person (GTP) warehousing and order-picking solution.

Its design is based on a strong conviction: **to minimize movements, which generate fatigue, and the mental workload for operators.** This is why it has been designed in 1-to-1 mode.

- ◆ In 1-to-1 mode, pick and place operations are performed from a single target (product container) to a single destination (cartons to be prepared and dispatched).
- ◆ In contrast, most workstations on the market are designed in 1-to-N mode: several cartons are presented to the operator at the same time. This generates a greater mental workload, creates a stress factor (fear of making a mistake, fear of not keeping to schedule), and increases situations of poor posture for the operator.

#### ERGONOMICS AT THE HEART OF DESIGN WORK

To design this workstation, we were assisted by two companies specializing in ergonomic design for the automotive industry. We worked together on:

- ◆ Defining the operating compromise between ergonomics, performance and ergo-motricity,
- ◆ Detecting unnecessary gestures that are disruptive and/or can cause musculo-skeletal disorders,
- ◆ The design of a workstation model based on basic principles (positioning and keeping the back straight, movements between the hip and the heart, etc.).

We then used video analysis of the workstation in use to improve it in successive iterations.



# HEALTH AND SAFETY FOR OUR CUSTOMERS & USERS

## REDUCING THE WORKLOAD FOR OPERATORS

The RULA (Rapid Upper Limb Assessment) methodology, used **to diagnose gestures and postures**, enabled us to measure that **the X-PTS Pick Station significantly reduced the level of arduousness** compared with a 1-to-N station (final score of 3 = average arduousness vs. 6 = very arduous)

In the end, the operator's workload is eased thanks to:

- ◆ The principle of 1-to-1 mode, which also ensures very high picking quality (lower error rate),
- ◆ The inclined position of containers, which facilitate access to the products with little strain on the shoulders and back,
- ◆ Capacitive buttons for easy operation validation,
- ◆ Reduced bio-mechanical and posture stress
- ◆ Intuitive, manually-adjustable HMIs that make work easier (head movements) and quicker to learn.

In 2023, we carried out **a new ergonomic assessment of workstations** in partnership with SCALEFIT, a company specializing in real-time bio-mechanical analysis.

Using motion capture, the effects on the body were measured and compared for three operators of different sizes, in terms of:

- ◆ Exerted force
- ◆ General posture
- ◆ Movement repetition

**The results confirm the benefits expected from the initial workstation design choices.**

**SCALEFIT  
ANALYSIS RESULTS**

**Assessment of physical stress by body**

BODY AREA	OPERATOR HEIGHT		
	1.87 m	1.62 m	1.76 m
Head/neck	Low	Low	Medium
Shoulders	Low	Low	Low
Lower back	Low	Low	Low
Elbows	Medium	Medium	Medium
Hands	Medium	Medium	Medium
Knees	Low	Low	Low
Overall score	Low	Low	Low

low
medium
high

# HEALTH AND SAFETY FOR OUR CUSTOMERS & USERS

## TRAINING AND MAINTAINING CUSTOMER SKILLS

### TAILOR-MADE TRAINING FOR CUSTOMERS

Because **developing and maintaining skills and knowledge** is an essential part of any automation and digital technology project, **our dedicated Training & Documentation team** offers our customers a wide range of training courses.

A **comprehensive catalog** of over 40 training courses is available to our customers, through a comprehensive, à la carte program tailored to their needs.

These training courses are designed to ensure that the operational and maintenance teams of our customers **get to grips** with our automated & software solutions, and that **they gradually acquire the skills they need, to ensure :**



A smoother transition phase on production launch



Confident & autonomous staff at customer sites



Better day-to-day use of the customer's solution

During these training courses, **safety rules and instructions** are explained, whether for the day-to-day operation of equipment or for maintenance operations.

### The quality of SAVOYE training services is guaranteed by:

- ◆ A team of experienced trainers,
- ◆ Experience in training course design,
- ◆ A proven methodology,
- ◆ Dedicated tools.

**MyDoc**  **SAVOYE**

Platform with simplified access to project documentation



**Qualiopi** : Quality certification awarded in the training initiatives category

# HEALTH AND SAFETY FOR

# OUR CUSTOMERS & USERS

## GUARANTEEING THE QUALITY OF OUR SERVICES

### MONITORING INCIDENTS ON CUSTOMER INSTALLATIONS

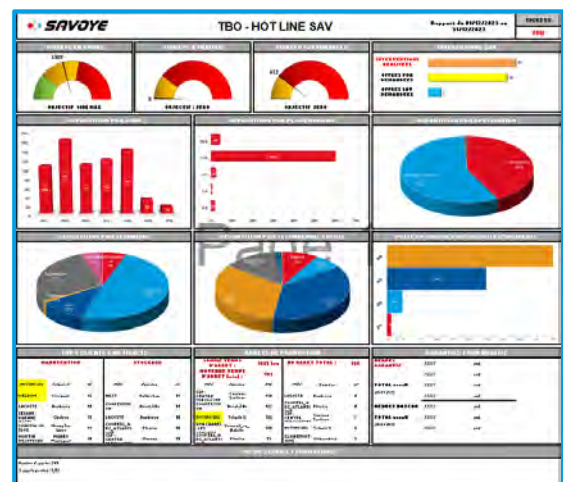
Within the framework of the partnership between SAVOYE and its customers, we are committed to guaranteeing a high service level for our installations.

- ◆ Response times (24/7 or less) are guaranteed by our Service department specialists and are covered by a service contract with our customers.
- ◆ To ensure this quality of service, we conduct periodic monitoring as part of our service contracts.

In 2023, we made a major effort to recruit new skills and train our staff. This has enabled us to **reduce our turnaround times**, despite a 30% increase in requests since 2020.

To achieve these results, we have implemented:

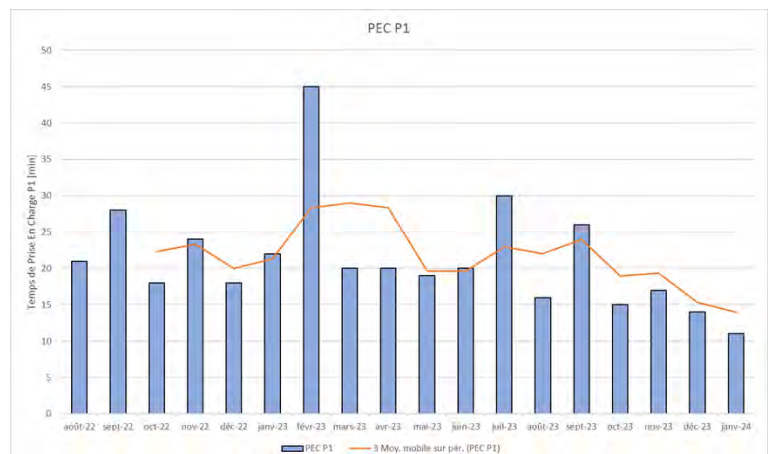
- ◆ Omnichannel incident creation (Telephone, Internet, API)
- ◆ Centralization of request types on a single platform (incidents, spare parts, overhauls, upgrades)
- ◆ Provision of results and performance indicators (KPIs) as well as incident tracking data
- ◆ At the customer's request, personalized monthly follow-up



**Incident management is essential, as some of our customers are strategic players in the food or pharmaceutical chain.**

For 2023, the graph opposite illustrates our ability to respond to customer incidents in the context of an operational shutdown, within an average time of 20 minutes.

This performance should be compared to a contractual lead time of 2 hours and an increase of more than 20% in requests (P1 incidents).





# HEALTH AND SAFETY FOR OUR CUSTOMERS & USERS

## ENSURING DATA PROTECTION

### DATA PRIVACY

**Our customers, suppliers and partners** all trust in our discretion, the guarantee of healthy, lasting relationships. Of course, we expect the same commitment from them with regard to all SAVOYE information to which they may have access.

**Internal measures are systematically implemented to guarantee data confidentiality :**

- ◆ **towards our suppliers:** in the consultation process, we clearly set out our commitment to ensuring the confidentiality of information received from our suppliers and to avoiding the use of information received for any purpose other than that of the consultation.
- ◆ **Towards our customers:** we must exercise the utmost vigilance with regard to confidential information that our customers may entrust to us, for example, on projects where we work in "co-development" mode or on behalf of our customers.

**All employees are privy to confidential information that forms part of SAVOYE know-how and intellectual property, in particular:**

- ◆ Data about projects in progress or contracts in effect, trade secrets, processes, know-how, unpublished patents, software;
- ◆ Information relating to our products or services (such as drawings, technical specifications, prices, production costs, etc.).

Employees are responsible for ensuring the confidentiality of all information to which they have access, in accordance with the terms of their employment contract with the company.



# HEALTH AND SAFETY FOR OUR CUSTOMERS & USERS

## ENSURING DATA PROTECTION

### PROTECTING INDUSTRIAL PROPERTY

**SAVOYE** : the company's know-how is fundamental. In addition to protection through confidentiality, this know-how is protected through several other elements :

- ◆ Registered patents;
- ◆ Registration of SAVOYE trademarks;
- ◆ Use of a common style guide.

**Our customers, suppliers and partners:** we respect their know-how (trademarks, patents, inventions, manufacturing processes, industrial designs and models), and we undertake to respect the confidentiality requested by customers, particularly when working on their premises.

### IT SECURITY GUARANTEES

In the course of our day-to-day activities, our employees are sometimes required to share confidential and strategic information.

At SAVOYE, we are committed to guaranteeing our partners and **customers the utmost vigilance in handling the information they entrust to us, and to not profit from the use of this data.**

- ◆ To ensure the security of this disclosure, all information disclosed externally is subject to a confidentiality agreement signed by the parties involved and validated by our legal department.

**Vigilance and data protection** are all the more important in a context of increasing cyber threats, and in the face of increasing demands from our customers in terms of cyber-security. This is a key factor in maintaining the trust of our customers and partners.



# HEALTH AND SAFETY FOR

# OUR CUSTOMERS & USERS

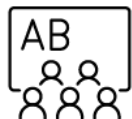
## ENSURING DATA PROTECTION

### CONTINUOUS EFFORTS WITH REGARD TO INTERNAL & EXTERNAL DATA



#### INTERNAL TOOLS & PROCESSES

- ◆ Vulnerability testing of internal and external systems (using two dedicated tools)
- ◆ Simplification of our network architecture & security layers
- ◆ First audit for ISO 27001 certification
- ◆ Regular updating of our PAS (security plan)
- ◆ Definition and testing of our internal DRP (disaster recovery plan)



#### EMPLOYEE INFORMATION AND TRAINING

- ◆ ISO 27005-certified ISSM (IS risk management)
- ◆ Introduction of the IT charter
- ◆ Confidentiality clause applied to all employees
- ◆ Awareness campaigns in EMEA
  - ◆ Cyber-security training attended by 75% of staff
  - ◆ Phishing awareness campaign



#### EXTERNAL COMPLIANCE ACTIONS

- ◆ Processing operation map and storage of processing operation registers
- ◆ Implementation of DPAs (data processing agreements) as part of services delivered
  - ◆ Proposed to our customers
  - ◆ With our subcontractors (main & lower-tier)
  - ◆ Security audit tests of our software solutions
  - ◆ "Black box" and "gray box" testing
  - ◆ Compliance with OWASP recommendations

**Under the leadership of the Chairman,** a Data Protection Officer oversees the implementation of our policy aimed at securing the use and processing of personal or nominative data, as part of our internal and external activities.



05

## GOVERNANCE

## & ETHICS

**CORPORATE CULTURE**

**FAIR BUSINESS PRACTICE**

**RESPONSIBLE PURCHASING POLICY**

[BACK TO MENU](#)



## GOVERNANCE & ETHICS

### IMPACTS & CHALLENGES OF OUR ACTIVITIES

As a major player in the global supply chain, SAVOYE must be exemplary **in conducting its business in line with the company's ethical principles and values.**

- ◆ We must ensure that our activities are executed to the highest professional and ethical standards and promote a socially responsible attitude.
- ◆ The aim is not only to prevent the risks associated with our activities by acting with integrity, but also to promote our values wherever we operate.

#### OUR KEY CHALLENGES AS A GLOBAL PLAYER

- ◆ Bringing our ethical principles and values to life at every level of the company,
- ◆ Ensuring compliance with best business practices everywhere, all of the time,
- ◆ Ensuring trusted relationships with our stakeholders, in particular our customers and suppliers, with a concern for transparency in our day-to-day dealings with all of them,
- ◆ Preventing risks associated with our activities, while empowering our teams.

# CORPORATE CULTURE

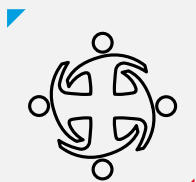
## EMBODYING OUR VALUES EVERY DAY...

### THE VALUES THAT DRIVE US

The SAVOYE brand platform was redesigned in 2022, to define and affirm the company's values.

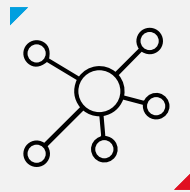
These values reflect who we are and how we intend to work at SAVOYE:

Result matters.



We value **COMMITMENT**  
to provide speedy  
results proven  
supply chain  
solutions.

Culture matters.



We value **ADAPTABILITY**  
to design end-to-end  
tailored solutions, and  
develop our know-  
how.

Progress matters.



We value **INNOVATION**  
to contribute to  
progress in a  
collaborative manner.

Closeness matters.



We value **PROXIMITY**  
As much as with our external  
shareholders as with our teams.

Future matters.



We value **FORESIGHT**  
to take into account our impacts  
both socially and environmentally

Every SAVOYE employee helps to bring these values to life on a daily basis but also to develop and reinforce them

# CORPORATE CULTURE

## ... AND FULFILLING OUR PROMISES

### A CODE OF CONDUCT TO GUIDE OUR ACTIONS

SAVOYE, its executive committee and senior management are committed to **promoting a culture of respect, integrity, transparency and compliance.**

In December 2023, the SAVOYE Code of Conduct came into force for all company employees. **This Code of Conduct** sets out the ethical pillars on which SAVOYE has built its image and prospered: safety, quality, integrity, mutual respect and environmental protection.

**It covers three topics:**



Fair business  
practices &  
compliance



Social, environmental  
and societal  
commitment



Communication, data  
confidentiality &  
industrial property  
protection

The Code of Conduct is a tool designed to help everyone ask themselves the right questions, know who to ask in case of doubt, and direct their behavior in their day-to-day working environment.

Everyone is committed to the SAVOYE Code of Conduct within the company, on a day-to-day basis and their interactions with all its stakeholders, in all countries where SAVOYE operates.

An internal whistleblowing system enables SAVOYE employees to question or report a situation or behavior that may be contrary to the rules of the SAVOYE Code of Conduct.

## FAIR BUSINESS PRACTICES

### ENSURING ETHICAL BUSINESS MANAGEMENT

In our relations with all our stakeholders (customers, partners, suppliers, institutional players, etc.), we aim to comply **with best business practices at all times.**

By adopting ethical standards and efficient business practices, we not only contribute to creating and maintaining a stable economic environment, but also to enhancing our brand image and preserving the reputation SAVOYE has built.

**This approach is part of our commitment to transparency.**

#### REFUSE ALL FORMS OF CORRUPTION

**We totally prohibit all forms of corruption, whether active or passive,** and are committed to conducting our business with integrity and honesty.

One definition of corruption is "the fact that a person invested with a specific function (public or private) solicits or accepts a gift or a benefit of any kind with a view to performing, or refraining from performing, an act falling within the scope of their functions."

In France, as in most other countries, corruption and money laundering carry criminal penalties.

In our dealings with suppliers and partners, **we strictly forbid any form of corruption or bribery, or any bargaining** involving personal interests outside the strict requirements of an order.

#### **In all circumstances, it is forbidden to:**

- ◆ Offer a gift to a civil servant, regardless of its value,
- ◆ Solicit benefits or gifts from a supplier or customer in exchange for the awarding of a contract,
- ◆ Accept cash from suppliers or customers.

To prevent any form of corruption, all employees must ask themselves if commercial proposals, contracts or agreements of any kind, around which our business is organized, could conceal hidden financial arrangements that are unrelated to the transaction concerned and contrary to the interests and values of SAVOYE.

**It is important to identify these risk situations so as to be able to avoid them and protect ourselves against any involvement, even passive, in a corruption scenario.**

## FAIR BUSINESS PRACTICES

### ENSURING ETHICAL BUSINESS MANAGEMENT

#### PREVENTING MONEY LAUNDERING

SAVOYE is committed to combating money laundering.

##### **Our employees must be extremely vigilant when:**

- ◆ A company based in France requests that payment be made to a country identified as a tax haven,
- ◆ A service provider requests full or partial payment in cash,
- ◆ Payment is required without a contract or purchase order,
- ◆ Payment is requested to a company other than the contracting company (outside the customer's group, for example),
- ◆ A payment must transit via a third-party company.

In all such situations, employees are asked to refer the matter to their line manager or to the SAVOYE Code of Conduct agent.

#### GIVING OR RECEIVING GIFTS

When a relationship with a third party begins, our employees must make it clear to their correspondent that it is SAVOYE policy **to refuse any form of gift or benefit** that is not of modest value, or which would result in the employee concerned feeling obliged towards the third party.

Any gift outside the normal scope of business must be refused and in case of doubt, the situation must be reported to the SAVOYE Code of Conduct agent.

In any case, the payment of a sum of money, jewelry, handbags or other luxurious accessories (to a third party or as a beneficiary) and any gift to a civil servant are systematically prohibited.

#### PREVENTING CONFLICTS OF INTEREST

A conflict of interest arises when a SAVOYE employee's personal interest, whatever their position, is likely to influence their professional decisions.

Our employees must **be impartial and always act in the best interests of SAVOYE**, in accordance with our values. They are requested to remain vigilant.

Any employee who has privileged contact with a customer, supplier or company which SAVOYE does business with, is required to declare this to their line manager or to the SAVOYE Code of Conduct specialist.

## RESPONSIBLE PURCHASING POLICY

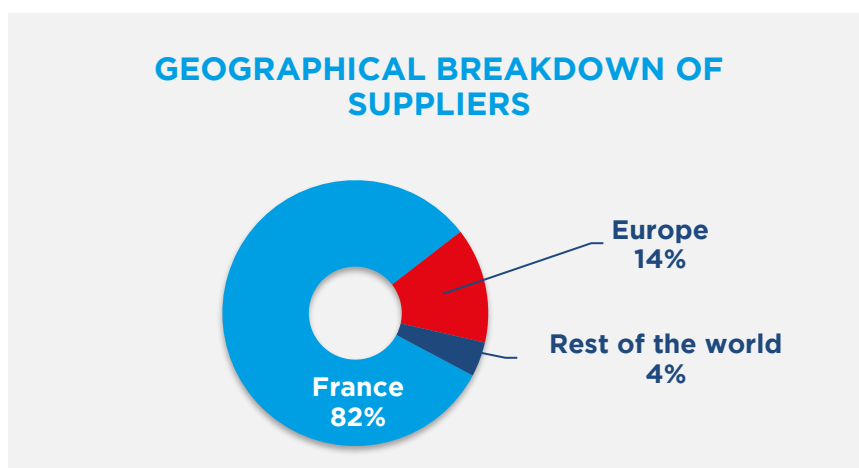
### WORKING WITH OUR SUPPLIERS

#### SOURCING CLOSE TO OUR OPERATIONS

As part of our Purchasing policy, our buyers ensure that sources of supplies are located as close as possible to our activities and customers.

**This commitment is reflected in the high proportion of our suppliers located in France for our European activities:**

- ◆ **82% of our suppliers are French** and **96% are European**, a proportion that is stable overall compared with 2022.
- ◆ This breakdown is more or less equivalent in relation to sales with our suppliers: **82% of our purchases by value come from French suppliers; 97% are European**



Furthermore, in 2023, new rack suppliers have been qualified to ensure local supply of racks for our X-PTS system in all our regions: EMEA, North America, China & Southeast Asia.

This strategy of diversification should enable us to limit transport, particularly by sea. As an example, for a standard-sized X-PTS aisle (25 levels and 20 bays), rack supplies represent around 12 tonnes of equipment, or the equivalent of 4 full TEU containers.

#### IMPACT ON OUR LOCAL PARTNERS

SAVOYE's development is based on the local nature of our sourcing, subcontracting and production activities. Our local roots promote indirect employment in our three main business regions.

Note that in 2022 and 2023, specific measures were taken to secure our supplies in a context of shortages and supply disruptions following the Covid pandemic.



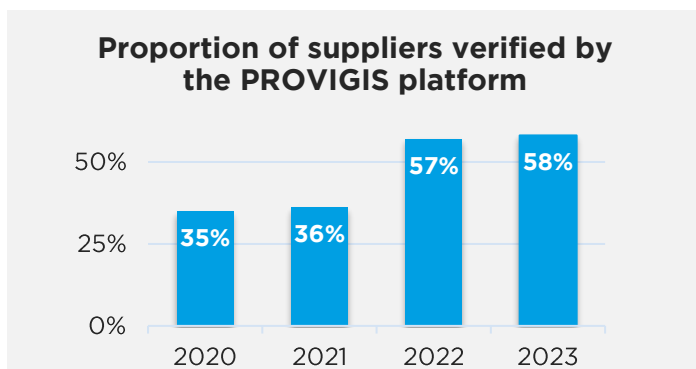
# RESPONSIBLE PURCHASING POLICY

## WORKING WITH OUR SUPPLIERS

### SUPPLIER COMPLIANCE WITH LEGAL OBLIGATIONS

As part of our purchasing policy, we run **checks on our suppliers** (all those whose sales with the Group exceed €5K) via the PROVIGIS platform. We ensure that our suppliers comply with French legislation, in particular by checking that they provide:

- ◆ A Kbis company registration certificate less than 6 months old,
- ◆ A URSSAF certificate of vigilance,
- ◆ A certificate concerning the employment of foreign workers.



- ◆ By 2023, **almost 3 out of 5 of our suppliers use the PROVIGIS platform**, a proportion that has been rising over the years.
- ◆ The suppliers monitored by PROVIGIS also represent **over 99% of our purchases by value in 2023**, compared with 70% in 2022 and 63% in 2021.

### TIGHTER CONTROLS AND AUDITS OF OUR SUPPLIERS

**New measures were put in place in 2023 to strengthen verifications of our suppliers, in particular our critical suppliers:**

- ◆ Since 2023, an audit report is provided to our new suppliers and existing suppliers whose performance is insufficient.
- ◆ A multi-criteria failure-mode analysis can also be used to identify critical components for a given technology. These criteria include component non-conformity rates, delivery times, etc., and are assessed in coordination with our Quality teams.
- ◆ In the event of high criticality, we implement enhanced supplier monitoring, with additional controls and requirements placed on the supplier.

At the same time, whenever a new supplier is added, a systematic assessment of the criticality of supplier **information security** is carried out for SAVOYE and SAVOYE customers.

As the company expands internationally, we also need to strengthen our purchasing policy, with controls that extend beyond our Tier 1 suppliers. Our Purchasing and Supplier Quality teams are being strengthened to implement a Purchasing policy that guarantees our supply system beyond Tier 1.

Finally, a Sustainable Development Charter, currently being finalized, will be implemented in 2024.



06

**REPORT FROM**

**INDEPENDENT**

**ORGANIZATION**

[BACK TO MENU](#)



## **SAVOYE Assets Management**

Exercice clos le 31 décembre 2023

**Rapport de l'organisme tiers indépendant sur la vérification de la  
déclaration consolidée de performance extra-financière**



## SAVOYE Assets Management

Exercice clos le 31 décembre 2023

### Rapport de l'organisme tiers indépendant sur la vérification de la déclaration consolidée de performance extra-financière

A l'Assemblée Générale,

En notre qualité d'organisme tiers indépendant (« tierce partie »), accrédité par le COFRAC (Accréditation COFRAC Inspection, n° 3-1681, portée disponible sur [www.cofrac.fr](http://www.cofrac.fr)) et membre du réseau de l'un des commissaires aux comptes de votre Groupe (ci-après « Entité »), nous avons mené des travaux visant à formuler un avis motivé exprimant une conclusion d'assurance modérée sur la conformité de la déclaration consolidée de performance extra-financière, pour l'exercice clos le 31 décembre 2023 (ci-après la « Déclaration ») aux dispositions prévues à l'article R. 225-105 du Code de commerce et sur la sincérité des informations historiques (constatées ou extrapolées) fournies en application du 3° du I et du II de l'article R. 225-105 du Code de commerce (ci-après les « Informations ») préparées selon les procédures de l'Entité (ci-après le « Référentiel »), présentées dans le rapport de gestion en application des dispositions des articles L. 225-102-1, R. 225-105 et R. 225-105-1 du Code de commerce.

#### Conclusion

Sur la base des procédures que nous avons mises en œuvre, telles que décrites dans la partie « Nature et étendue des travaux », et des éléments que nous avons collectés, nous n'avons pas relevé d'anomalie significative de nature à remettre en cause le fait que la déclaration consolidée de performance extra-financière est conforme aux dispositions réglementaires applicables et que les Informations, prises dans leur ensemble, sont présentées, de manière sincère, conformément au Référentiel.

#### Commentaires

Sans remettre en cause la conclusion exprimée ci-dessus et conformément aux dispositions de l'article A. 225-3 du Code de commerce, nous formulons les commentaires suivants :

- Les politiques et les plans d'actions relatifs à la plupart des risques identifiés comme principaux restent à déployer à l'international, représentant 14 % des effectifs concernés.
- Les politiques, les plans d'actions et la mesure des résultats relatifs à certains risques identifiés comme principaux (Achats responsables et Ethique des affaires) sont en cours de mise en œuvre.
- Comme indiqué dans la note méthodologique, le bilan carbone intègre uniquement les postes d'émissions Energies, Déchets et Déplacements.



### **Préparation de la déclaration de performance extra-financière**

L'absence de cadre de référence généralement accepté et communément utilisé ou de pratiques établies sur lesquels s'appuyer pour évaluer et mesurer les Informations permet d'utiliser des techniques de mesure différentes, mais acceptables, pouvant affecter la comparabilité entre les entités et dans le temps.

Par conséquent, les Informations doivent être lues et comprises en se référant au Référentiel dont les éléments significatifs sont présentés dans la Déclaration ou disponibles au siège de l'Entité.

### **Limites inhérentes à la préparation des Informations**

Comme indiqué dans la Déclaration, les Informations peuvent être sujettes à une incertitude inhérente à l'état des connaissances scientifiques ou économiques et à la qualité des données externes utilisées. Certaines informations sont sensibles aux choix méthodologiques, hypothèses et/ou estimations retenues pour leur établissement et présentées dans la Déclaration.

### **Responsabilité de l'Entité**

Il appartient à la direction de :

- sélectionner ou d'établir des critères appropriés pour la préparation des Informations ;
- préparer une Déclaration conforme aux dispositions légales et réglementaires, incluant une présentation du modèle d'affaires, une description des principaux risques extra-financiers, une présentation des politiques appliquées au regard de ces risques ainsi que les résultats de ces politiques, incluant des indicateurs clés de performance ;
- préparer la Déclaration en appliquant le Référentiel de l'Entité tel que mentionné ci-avant ;
- ainsi que mettre en place le contrôle interne qu'elle estime nécessaire à l'établissement des Informations ne comportant pas d'anomalies significatives, que celles-ci proviennent de fraudes ou résultent d'erreurs.

La Déclaration a été établie en appliquant le Référentiel de l'Entité tel que mentionné ci-avant.

### **Responsabilité de l'organisme tiers indépendant**

Il nous appartient, sur la base de nos travaux, de formuler un avis motivé exprimant une conclusion d'assurance modérée sur :

- la conformité de la Déclaration aux dispositions prévues à l'article R. 225-105 du Code de commerce ;
- la sincérité des informations historiques (constatées ou extrapolées) fournies en application du 3<sup>o</sup> du I et du II de l'article R. 225-105 du Code de commerce, à savoir les résultats des politiques, incluant des indicateurs clés de performance, et les actions, relatifs aux principaux risques.



Comme il nous appartient de formuler une conclusion indépendante sur les Informations telles que préparées par la direction, nous ne sommes pas autorisés à être impliqués dans la préparation desdites Informations, car cela pourrait compromettre notre indépendance.

Il ne nous appartient pas de nous prononcer sur :

- le respect par l'Entité des autres dispositions légales et réglementaires applicables (notamment en matière de plan de vigilance et de lutte contre la corruption et l'évasion fiscale) ;
- la conformité des produits et services aux réglementations applicables.

#### **Dispositions réglementaires et doctrine professionnelle applicable**

Nos travaux décrits ci-après ont été effectués conformément aux dispositions des articles A. 225-1 et suivants du Code de commerce, de notre programme de vérification constitué de nos procédures propres (Programme de vérification de la déclaration de performance extra-financière, du 7 juillet 2023), à la doctrine professionnelle de la Compagnie nationale des commissaires aux comptes relative à cette intervention, notamment l'avis technique de la Compagnie nationale des commissaires aux comptes, *Intervention du commissaire aux comptes - Intervention de l'OTI - Déclaration de performance extra-financière*, et à la norme internationale ISAE 3000 (révisée)<sup>1</sup>.

#### **Indépendance et contrôle qualité**

Notre indépendance est définie par les dispositions prévues à l'article L. 821-28 du Code de commerce et le Code de déontologie de la profession. Par ailleurs, nous avons mis en place un système de contrôle qualité qui comprend des politiques et des procédures documentées visant à assurer le respect des textes légaux et réglementaires applicables, des règles déontologiques et de la doctrine professionnelle.

#### **Moyens et ressources**

Nos travaux ont mobilisé les compétences de 4 personnes et se sont déroulés entre février et mars 2024 pour une durée totale d'intervention de trois semaines.

Nous avons fait appel, pour nous assister dans la réalisation de nos travaux, à nos spécialistes en matière de développement durable et de responsabilité sociétale. Nous avons mené sept entretiens avec les personnes responsables de la préparation de la Déclaration représentant notamment les directions générales, les personnes en charge de la RSE, des ressources humaines, de la santé et de la sécurité, de l'hygiène, de l'environnement et de la sécurité, des achats, de la R&D et du développement produit.

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<sup>1</sup> ISAE 3000 (révisée) - Assurance engagements other than audits or reviews of historical financial information

## Nature et étendue des travaux

Nous avons planifié et effectué nos travaux en prenant en compte le risque d'anomalies significatives sur les Informations.

Nous estimons que les procédures que nous avons menées en exerçant notre jugement professionnel nous permettent de formuler une conclusion d'assurance modérée :

- nous avons pris connaissance de l'ensemble des entités incluses dans le périmètre de consolidation et de l'exposé des principaux risques ;
- nous avons apprécié le caractère approprié du Référentiel au regard de sa pertinence, son exhaustivité, sa fiabilité, sa neutralité et son caractère compréhensible, en prenant en considération, le cas échéant, les bonnes pratiques du secteur ;
- nous avons vérifié que la Déclaration couvre chaque catégorie d'information prévue au III de l'article L. 225-102-1 du Code de commerce en matière sociale et environnementale et comprend, le cas échéant, une explication des raisons justifiant l'absence des informations requises par le 2<sup>e</sup> alinéa du III de l'article L. 225-102-1 du Code de commerce ;
- nous avons vérifié que la Déclaration présente les informations prévues au II de l'article R. 225-105 du Code de commerce lorsqu'elles sont pertinentes au regard des principaux risques ;
- nous avons vérifié que la Déclaration présente le modèle d'affaires et une description des principaux risques liés à l'activité de l'ensemble des entités incluses dans le périmètre de consolidation, y compris, lorsque cela s'avère pertinent et proportionné, les risques créés par ses relations d'affaires, ses produits ou ses services ainsi que les politiques, les actions et les résultats, incluant des indicateurs clés de performance afférents aux principaux risques ;
- nous avons consulté les sources documentaires et mené des entretiens pour :
  - apprécier le processus de sélection et de validation des principaux risques ainsi que la cohérence des résultats, incluant les indicateurs clés de performance retenus, au regard des principaux risques et politiques présentés, et
  - corroborer les informations qualitatives (actions et résultats) que nous avons considéré les plus importantes présentées en Annexe 1. Pour l'ensemble des risques, nos travaux ont été réalisés au niveau de l'entité consolidante ;
- nous avons vérifié que la Déclaration couvre le périmètre consolidé, à savoir l'ensemble des entités incluses dans le périmètre de consolidation conformément à l'article L. 233-16 du Code de commerce avec les limites précisées dans la Déclaration ;
- nous avons pris connaissance des procédures de contrôle interne et de gestion des risques mises en place par l'Entité et avons apprécié le processus de collecte visant à l'exhaustivité et à la sincérité des Informations ;

- pour les indicateurs clés de performance et les autres résultats quantitatifs que nous avons considéré les plus importants présentés en Annexe 1, nous avons mis en œuvre :
  - des procédures analytiques consistant à vérifier la correcte consolidation des données collectées ainsi que la cohérence de leurs évolutions ;
  - des tests de détail sur la base de sondages ou d'autres moyens de sélection, consistant à vérifier la correcte application des définitions et procédures et à rapprocher les données des pièces justificatives ;
- nous avons apprécié la cohérence d'ensemble de la Déclaration par rapport à notre connaissance de l'ensemble des entités incluses dans le périmètre de consolidation.

Les procédures mises en œuvre dans le cadre d'une mission d'assurance modérée sont moins étendues que celles requises pour une mission d'assurance raisonnable effectuée selon la doctrine professionnelle ; une assurance de niveau supérieur aurait nécessité des travaux de vérification plus étendus.

Paris-La Défense, le 18 mars 2024

L'organisme tiers indépendant  
EY & Associés

Xavier Guillas  
Associé, Développement Durable



## Annexe 1 : informations considérées comme les plus importantes

Informations sociales	
Informations quantitatives (incluant les indicateurs clés de performance)	Informations qualitatives (actions ou résultats)
<p>La part des salariés ayant bénéficié d'une formation (%).</p> <p>Le nombre de jours moyen de formation par salarié.</p> <p>Le nombre d'embauches.</p> <p>Le turnover (%).</p> <p>La répartition des effectifs suivant le genre (%).</p> <p>Le taux de fréquence.</p> <p>Le taux de gravité.</p>	<p>L'emploi (attractivité et développement de l'emploi et lutte contre les discriminations).</p> <p>La gestion des compétences (formation).</p> <p>La santé-sécurité des collaborateurs.</p>
Informations environnementales	
Informations quantitatives (incluant les indicateurs clés de performance)	Informations qualitatives (actions ou résultats)
<p>Les émissions de gaz à effet de serre scope 1 et 2 (consommations d'énergie et de carburant) en France.</p> <p>Les quantités de déchets émises.</p>	<p>Les mesures prises pour la production de produits et services plus respectueux de l'environnement (diminution des matières premières utilisées pour l'emballage, limitation de l'emprise foncière des clients).</p> <p>Les mesures prises pour limiter l'impact environnemental des activités et lutter contre le changement climatique (limitation des déplacements, amélioration de l'appareil productif, sensibilisation des collaborateurs et suivi des déchets).</p>
Informations sociétales	
Informations quantitatives (incluant les indicateurs clés de performance)	Informations qualitatives (actions ou résultats)
<p>La part des achats (en nombre de fournisseurs et en valeur) évalués via la plateforme PROVIGIS (%).</p>	<p>Les mesures prises pour le suivi de la conformité des fournisseurs.</p> <p>La gestion de l'éthique dans les pratiques commerciales.</p> <p>Les dispositions relatives à la continuité de service et la sécurité des données.</p>