

*Let's dare*  
FOR A BETTER FUTURE

GROUP CSR POLICY

ARCEVILLE

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«Established in 1921 in the exceptional site of the Domaine d'Argeville, we are committed to preserving this unique heritage.

The world is changing fast, and societal issues concerning human well-being, the economy and ecology are more than ever at the heart of our concerns.

Through our historical activities, we have an impact on:

- The environment, through the sourcing of raw materials and access to natural resources in the manufacture of our products.
- The health and well-being of our employees.
- Customer satisfaction and support.

With the implementation of an ambitious action plan for 2030, I wish to consolidate our commitment to Corporate Social Responsibility.

Our aim is to innovate in a sustainable and transparent way. transparency. To obtain a measured and verified footprint for our products without compromising taste, sensoriality or efficacy. efficacy.

My vision of Argeville is that of a dynamic, modern company that can act locally to ensure a healthy balance and development of its employees and close relationships with its stakeholders.

It's also about a bold company that takes part in societal issues in order to perpetuate and transform our know-how and to move our team forward in a human and collaborative approach.

I am therefore pleased to announce the launch of our CSR policy [Let's dare for a better future!](#)»

**XAVIER ARDIZIO**  
Argeville's President

« We aim to innovate in a sustainable and transparent way. »





## OUR IDENTITY

**3**

sectors of  
activity

**315**

employees  
Argeville

**72M€**

sales  
2022

**+20%**

compared with  
2021

**90%**

of sales generated  
internationally

**10**

international  
centers

## OUR STORY

For over 100 years, the historic center of Argeville has been the hub of Grasse economic area. Visited at the turn of the century by numerous visitors who came to discover the cultivation of perfume plants, the Domaine stretches between sea and mountains over more than 12.5 hectares. A unique place, preserved and protected, where innovation and authenticity combine with perfection to offer tailor-made expertise to its customers.

The history of Argeville, a family-run business, began in 1921 and is illustrated by three activities: the composition of ingredients, fragrances and flavours.

In 1981, Jean-Jacques Ardizio took over the management of the company, which underwent strong industrial growth and international expansion.

Today, headed by his son Xavier Ardizio, Argeville continues to expand around the world: Guangzhou, Bangkok, Dubai, Bogota, Hô Chi Minh, Moscow, Johannesburg and recently Mumbai.





## OUR CENTERS AROUND THE WORLD



Historic Center: **Mougins**

Provence Nature Center: **La Laupie**

Middle East Creative Center: **Dubai**

Asia centers: Regional Center **Bangkok, Guangzhou & Hô Chi Minh-City**

Argeville Latin America: **Bogota**

Argeville South Africa: **Johannesburg**

Argeville India: **Mumbai**

Argeville Eastern Europe: **Moscow**



## OUR THREE ACTIVITIES

### Natural ingredients

Argeville creates natural ingredients for the perfume and flavour industries. From raw material sourcing to extraction, fractionation and purification. Our unique separation technologies enable us to obtain tailor-made extracts with inimitable olfactory or gustatory profiles.

### Fragrances

Our talents create exceptional fragrances for every project. Thanks to our expertise, we create innovative solutions that respond to cultural and sensory market trends.

### Flavours

Combining audacity and know-how, our flavourists develop unique, tailor-made flavours to enhance our customers' products.



# OUR CSR POLICY

*Let's dare*  
FOR A BETTER FUTURE

## Our commitment to sustainable development:

In light of the growing challenges facing society, and aware of their importance, Argeville has carried out an internal diagnosis to determine the pillars of its CSR policy.

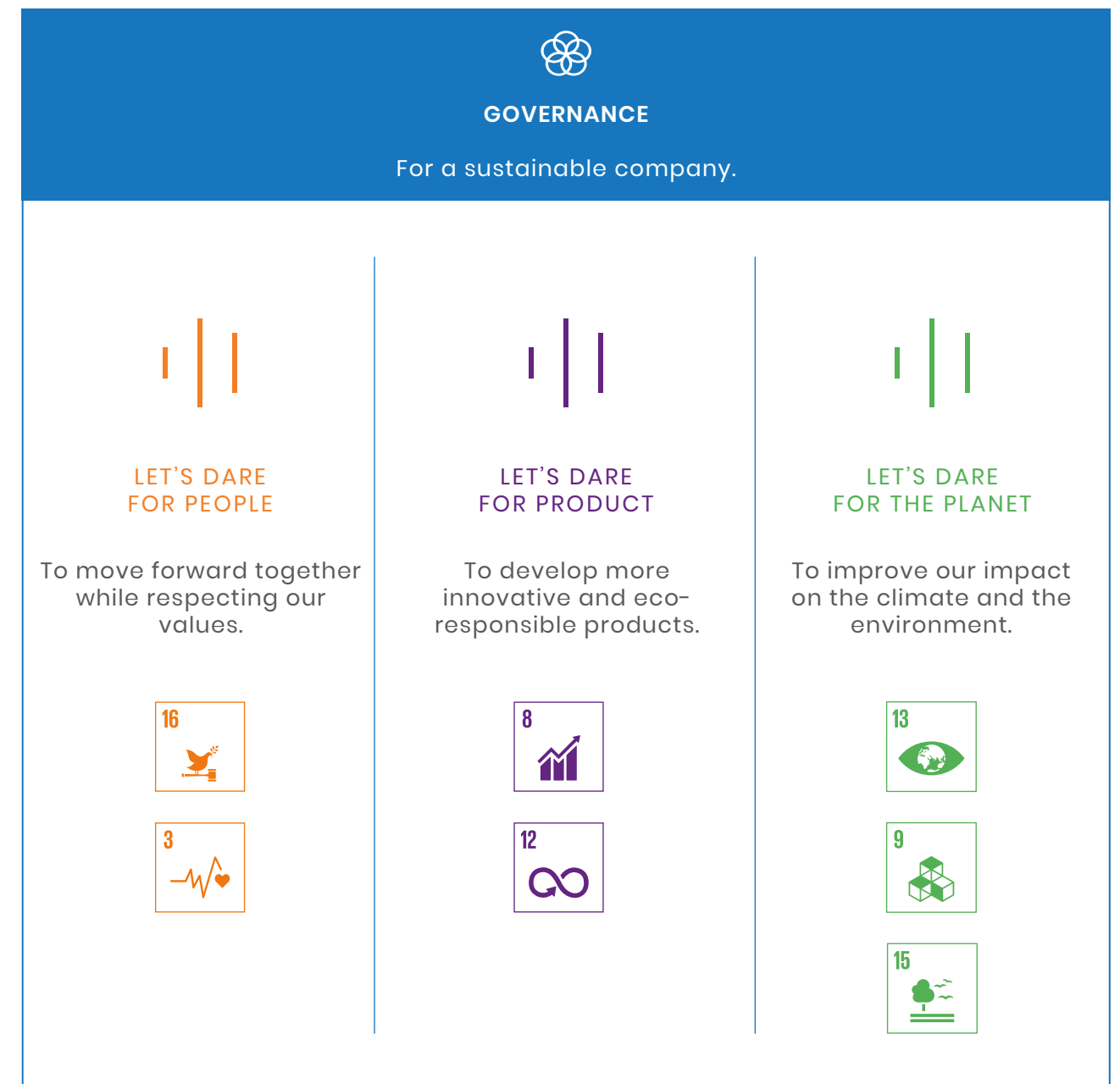
The cornerstone of our commitment, «Let's dare for a better future», is common to all the organization's centers and subsidiaries, and is a sign of our approach: Innovate sustainably and transparently.

«Let's dare for a better future» sets out societal guidelines and objectives for the year of 2030.

In order to facilitate the implementation and success of the policy, the organization's governance has decided to provide its employees with all the necessary tools.

Internally, the quality policy is being strengthened with the deployment of an integrated management system (SMI), and the implementation of Good Manufacturing Practices (GMP) across all business sectors.

Externally, the creation of our responsible purchasing policy secures the supply chain and facilitates the improvement of our suppliers' CSR performance.





# GOVERNANCE

The success of «Let's dare for a better future» rests mainly on the leadership and involvement of the Group's management. As a role model, it guarantees the quality of its approach and assumes responsibility for its results.

Argeville's management is committed to following the guidelines of ISO 26 000 (International Organization for Standardization standard setting out guidelines for corporate social responsibility), making corporate social responsibility a priority.

It respects the 7 generic principles of CSR set out in the standard, including the 3 listed below:

**Ethics:** to lead with humility, integrity and fairness.

**Accountability:** reporting on our social impacts and action plans to optimize them.

**Transparency:** transparent, accurate and honest communication. This is an important issue today, accentuated by increasing digitalization.

**Ethics:** Drafting and distributing an ethics charter governing the rights and duties of Argeville and our stakeholders in our relations.

**KPI:**

- The percentage of suppliers and employees who have signed our ethics charter.

**2030 objectives:**

- 100% of our suppliers (raw materials and packaging) sign our ethical charter.
- 100% of our employees sign our ethics charter.

**Accountability:** Provide a sustainable development report accounting for our actions and societal performance.

**KPI:**

- The number of sustainability reports published during the year.

**2030 objectives:**

- Publish one sustainability report per year.

**Transparency:** Our communications are designed to be transparent. To this end, our CSR assessment is carried out by a specialized external service provider. Since 2020, we have been working with Ecovadis (French platform specialized in CSR assessment of companies).

**KPI:**

- Assessment of our CSR performance by an external service provider.

**2030 objectives:**

- Communicate the results of our annual Ecovadis assessment.
- Score between 70 and 77/100 on our Ecovadis assessment (Gold Medal).





LET'S DARE  
FOR PEOPLE





## LET'S DARE FOR PEOPLE

TO MOVE FORWARD TOGETHER  
WHILE RESPECTING OUR VALUES



Respect for people has always been at the heart of Argeville's values. We pay rigorous, exacting attention to our employees' development and well-being. We are convinced that the professional and personal fulfilment of our teams is the foundation of our company's success.

We also want to spread these values throughout our indirect activities, and make our supply chain more aware of the major social issues at stake. Argeville's vision is of a more humane and secure world.





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**RESPECT FOR HUMAN RIGHTS**

Respecting the dignity and uniqueness of each individual is an essential right for Argeville, and ensuring its application is one of our priorities. Argeville is committed to identifying, dealing with and preventing any breaches of human rights within its operations. To this end, a reporting procedure is available to our employees.

**KPI:**

- The number of procedures for non-compliance with human rights recorded during the year.

**2030 Objectives:**

- 0 human rights procedures recorded during the year.

3



**A SAFE AND HEALTHY WORKING ENVIRONMENT**

It is our responsibility to provide a safe and healthy working environment for all our employees. We must support our teams by taking action for their health and safety.

**KPI:**

- The frequency rate of occupational accidents and illnesses recorded during the year.
- The severity rate of occupational accidents and illnesses recorded during the year.

**2030 Objectives:**

- Frequency rate less than or equal to 9.
- Severity rate less than or equal to 0.10.
- Implementation of an occupational health and safety management system (ISO 45 001 standard) at all our production centers.

3



**QUALITY OF LIFE AT WORK**

Anchored in our company's DNA, well-being and quality of life at work are important values for Argeville and its stakeholders. A pioneer in certain areas, such as the 4-day week introduced in 1998, our company has always developed in a way that promotes the quality of life of its employees.

**KPI:**

- Employee satisfaction rate.
- Employee absenteeism rate.
- The rate of early departures\* within our workforce.

**2030 Objectives:**

- Satisfaction rate greater than or equal to 95%.
- Absenteeism rate less than or equal to 4.
- Early departure rate: less than or equal to 7.5.

*\*rate of early departures = rate of employees on permanent contracts who left before 1 year of contract.*

**OUR INDIRECT RESPONSIBILITY**

Our social responsibility does not stop at Argeville's physical borders. We want to spread our social values throughout our supply chain. This is why we have decided to include social criteria in our purchasing policy:

**KPI:**

- The percentage of suppliers audited on their social policy.

**2030 Objectives:**

- Audit 70% of our suppliers (raw materials and packaging) on their social policy.





**LET'S DARE**  
FOR PRODUCT





LET'S DARE  
FOR PRODUCT

TO DEVELOP INNOVATIVE AND  
ECO-RESPONSIBLE PRODUCTS



Argeville's identity is reflected in its products, which is why we wanted to make the spirit of «Let's dare for a better future» central to our production process.

This spirit aims to integrate sustainability criteria into the development and manufacture of our products.





# LET'S DARE FOR PRODUCT



## THE QUALITY AND SAFETY OF OUR PRODUCTS

Argeville's core business is to provide its customers with products that comply with their specifications and meet the highest standards. To achieve this, we are constantly working to improve our production processes.

**KPI:**

- Customer complaints rate.

**2030 Objectives:**

- Customer complaints rate less than or equal to 0.15%.
- Implementation of a quality management system (ISO 9001 standard) with the aim of obtaining certification for all our production centers.
- Implementation of Good Manufacturing Practices (GMP EFfCI) with the aim of obtaining certification for all our production centers.



## CONTROL OF OUR SUPPLY CHAIN

To create exceptional products, Argeville imports raw materials and ingredients from all over the world. Controlling our supply chain is therefore of paramount importance.

**KPI:**

- The percentage of suppliers audited on their responsible purchasing policy.

**2030 Objectives:**

- Audit 70% of our suppliers (raw materials and packaging) on their responsible purchasing policy.



## ECO-DESIGN, OUR INNOVATION LEVER

Eco-design involves integrating social and environmental criteria into the design of our products.

Using a life-cycle analysis approach, we aim to be able to measure and reduce the societal impact of our products.

**KPI:**

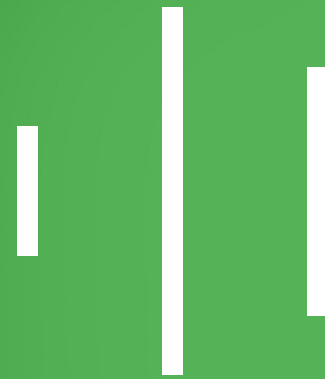
- The percentage of eco-designed products.

**2030 Objectives:**

- 100% of our new products will incorporate eco-design criteria.

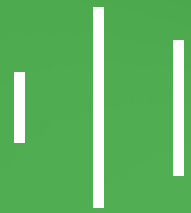






**LET'S DARE**  
FOR THE PLANET





## LET'S DARE FOR THE PLANET

TO IMPROVE OUR CLIMATE AND  
ENVIRONMENTAL IMPACT



Argeville and its partners are committed to meeting the ecological challenge. Conserving and protecting the planet is an integral part of our corporate responsibility.

We are committed to minimizing the climatic and environmental impact of our operations and preserving resources for future generations.





# LET'S DARE FOR THE PLANET



## COMBATING CLIMATE CHANGE

Argeville is committed to measuring its carbon impact and deploying a climate strategy aimed at reducing its greenhouse gas emissions.

### KPI:

- GHG balance.

### 2030 objectives:

- Reduce our Scope 1 and 2 CO2 eq emissions by 30%.
- Reduce Scope 3 CO2 eq emissions by 10%.



## INDUSTRIAL ECOLOGY

Protecting the planet requires sustainable resource management, particularly at the heart of our production centers.

### KPI:

- Our energy consumption.
- Our water consumption.
- Percentage of waste recycled and tonnage of waste produced.

### 2030 objectives:

- Reduce energy consumption by 20%.
- Reduce water consumption by 10%.
- Waste: Reduce waste production by 10%.  
Maintain a percentage of recovery greater than or equal to 95%.  
*\* Reductions apply in relation to our 2022 reference year. Targets are calculated in physical intensity (proportional to volumes produced).*



## ENVIRONMENTAL PROTECTION

Argeville aims to improve its environmental impact: fighting pollution and protecting biodiversity.

### KPI:

- The number of environmental notices recorded during the year at our production centers.

### 2030 objectives:

- 0 environmental formalities recorded during the year at our production centers.
- Implementation of an environmental management system (ISO 14001) at all our production centers.

## OUR INDIRECT RESPONSIBILITY

Our environmental responsibility does not stop at Argeville's physical borders. We want to spread our environmental values throughout our supply chain. This is why we have decided to include environmental criteria in our purchasing policy.

### KPI:

- The percentage of suppliers audited on their environmental policy.

### 2030 objectives:

- Audit 70% of our suppliers (raw materials and packaging) on their environmental policy.





LET'S DARE  
FOR PEOPLE

## ODD OUR COMMITMENTS



RESPECT FOR HUMAN RIGHTS



A SAFE AND HEALTHY WORKING ENVIRONMENT

QUALITY OF LIFE AT WORK

## OUR INDICATORS

0 cases of non-compliance with human rights recorded during the year.

Work-related injury frequency rate less than or equal to 9.  
Severity rate less than or equal to 0.10.

Satisfaction rate greater than or equal to 95%.  
Absenteeism rate less than or equal to 4%.  
Early departure rate: less than or equal to 7.5%.



LET'S DARE  
FOR PRODUCT



THE QUALITY AND SAFETY OF OUR PRODUCTS



CONTROL OF OUR SUPPLY CHAIN

ECO-DESIGN, OUR INNOVATION LEVER

Customer complaints rate less than or equal to 0.15%.  
ISO 9001 certification.  
GMP EFfCI certification.

Audit 70% of our suppliers (raw materials and packaging) on their responsible purchasing policy.

100% of our new products will incorporate eco-design criteria.



LET'S DARE  
FOR THE PLANET



THE FIGHT AGAINST CLIMATE CHANGE



INDUSTRIAL ECOLOGY



ENVIRONMENTAL PROTECTION

Reduce Scope 1 and 2 CO2 eq emissions by 30%.  
Reduce Scope 3 CO2 eq emissions by 10%.

Reduce energy consumption by 20%.  
Reduce water consumption by 10%.  
95% of our waste recycled.  
Reduce waste production by 10%.

0 environmental formalities recorded during the year at our production centers.



# OUR COMMITMENTS AND PARTNERS

## OUR COMMITMENTS



Since 2020, Argeville has been a signatory to the Sustainability Charter. This voluntary commitment testifies to the importance attached to societal issues by the Group's management. The charter aims to contribute to a better, more sustainable future in the fragrance and flavour industry.

NOUS SOUTENONS  
LE PACTE MONDIAL



As part of our CSR policy, Argeville wanted to take a symbolic step by making a commitment to the UN. Since 2023, we have been a signatory to the Global Compact, which aims to establish sustainable development in organizations worldwide.

## OUR PARTNERS





Argeville would like to conclude its CSR policy by addressing you, our organization's stakeholders and interested parties.

Argeville's commitment to sustainable development is for the good of our organization, to bring sustainability and durability to our business model.

But above all, it is for our company!

The aim of this approach is to leave future generations a better, more responsible world. To advocate the operation of an industry that cares about its social and environmental impact. Our policy is named after this message.

We must rise to this challenge together, each and every one of us playing a part in this societal transition.

That's why we're calling on companies and organizations to get involved and take up this challenge together. Argeville encourages all the companies and organizations with which it collaborates to undertake a CSR approach with the aim of improving their societal impact.

To help them in this process, Argeville is available to discuss and exchange views on societal issues and share its experience.

**THE LAST WORD**



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FOR A BETTER FUTURE

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