

# FORMES & SCULPTURES

CREATION, DESIGN, MANUFACTURE AND INSTALLATION OF MERCHANDISING EQUIPMENT

CSR  
REPORT edition  
2022  
2023

BEING A COMMITTED GROUP IN RETAIL, PACKAGING, AND DIGITAL

## WORD FROM OUR PRESIDENT

We are in the midst of a global transformation, with a growing collective awareness. Our commitment to sustainable policies strengthens our growth and underscores our respect for the planet and our employees. We aim for better management of recent global crises.

Each member of our group embraces this approach with conviction, enabling us to support and advise our suppliers, clients, and collaborators. We are pioneers offering responsible and sustainable solutions, aspiring to become a benchmark for social and environmental responsibility in our industry.

Social and environmental responsibility lies at the heart of our organization, shaping our strategy and development priorities. We design our projects while considering ecological challenges, prioritize responsible purchasing, reduce consumption, manage waste effectively, and promote local production in France, Europe, and Asia, close to consumption areas.

Our upcoming steps are focused on utilizing non-fossil materials, advocating for recycled products, and fostering a virtuous circular economy. Eco-design is essential, and each collaborator contributes to a cleaner and more thoughtful consumption, recognizing their impact.

We continue to innovate responsibly and with agility, listening to the market's needs and our customers. We preserve societal concerns through our economic model, promoting local economic development and training our employees to pass on our production technique expertise.

Committed to our CSR approach, we are signatories of the Global Compact, members of the Carbon Disclosure Project, FSC® certified, and SHOP!ECO labeled. All of this is aimed at preparing ourselves for the future challenges that await us.



*Mathias Tenenhaus*

# SOMMAIRE

Word from our president

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Measuring our environmental impact  
R&D to shape the world of tomorrow  
Improving our social impact

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# 01

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# OUR MANIFESTO

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**BECAUSE ART AND SCULPTURE ARE IN OUR GENES**, we firmly believe, like an artist in front of his work, that by revealing the essential, we can create the spark and the wonder.

**ALMOST 40 YEARS THAT OUR GROUP EXISTS**. So many years of expertise acquired through interactions with our clients, always in demand for new answers in the face of a constantly evolving distribution. Our vision was built on their requirements. The constant search for quality, attention to details, reliability and responsiveness are ingrained in our culture, and through our know-how of excellence and our love of a well done job, we value our client's creations, in the field of luxury and cosmetics, masstige or pharmacy.

**WE CREATE, DESIGN, MANUFACTURE, INSTALL AND RECYCLE** temporary and permanent material for the point of sale by exploring the fields of possibilities to find the best solutions while continuously striving to reduce our impact on the world.

**WE PRODUCE AS CLOSE AS POSSIBLE TO OUR DISTRIBUTION LOCATIONS**, in France and Serbia for the European market, and in China for the Asian market.

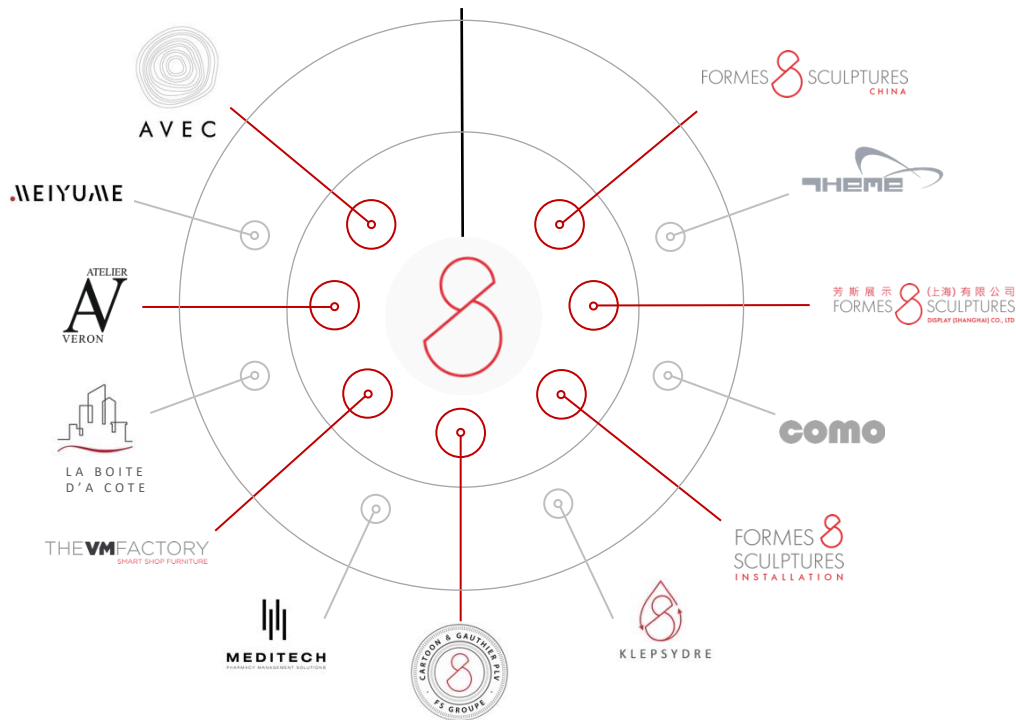
**WE INNOVATE EVERY DAY** to meet the expectations of our customers and find cost-effective solutions while ensuring to minimize the impact of our activities.

**CSR IS AT THE CORE OF OUR PROCESSES**, in every gesture, in all our actions; eco-design and sustainability are at the heart of our concerns. We are advocates of responsible and sustainable solutions, aiming to become the CSR reference in our field.

**OUR AMBITION IS TO BE A COMMITTED GROUP IN RETAIL, PACKAGING, AND DIGITAL.**

## A HEART, SUBSIDIARIES AND EXCLUSIVE PARTNERS

FORMES 8 SCULPTURES

FORMES 8 SCULPTURES  
PARISFORMES 8 SCULPTURES  
INDUSTRIEOUR  
GROUP

# OUR GROUPE

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FORMES 8 SCULPTURES  
INSTALLATION  
ROSNY SUR SEINE (2016)  
7 people  
720 sqm

FORMES 8 SCULPTURES  
INDUSTRIE  
BLERE (1998)  
130 people  
13 000 sqm

FORMES 8 SCULPTURES  
PARIS  
PARIS (1985)  
20 people  
600 sqm

THE VMFACTORY  
SMART SHOP FURNITURE  
PARIS (2017)  
5 people  
50 sqm



SARTROUVILLE (2020)  
30 people  
4 000 sqm



AVEC  
DAX (2022)  
6 people  
100 sqm

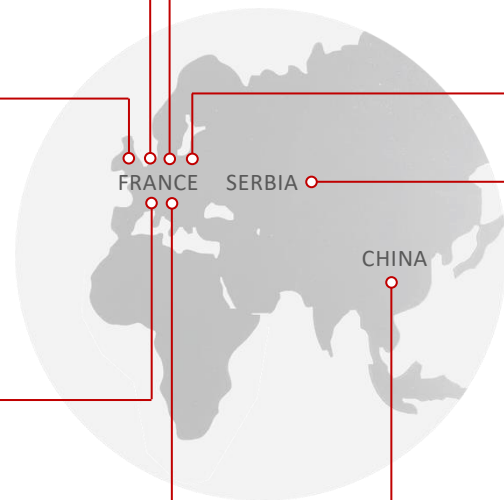


como  
JAGODINA (2009)  
130 people  
8 700 sqm



FORMES 8 SCULPTURES  
CHINA  
DONGGUAN (2003)  
150 people  
8 000 sqm

FORMES 8 SCULPTURES  
(上海)有限公司  
SHANGHAI (2022)  
2 people  
50 sqm



WHO ARE WE ?

OUR COMMITMENTS

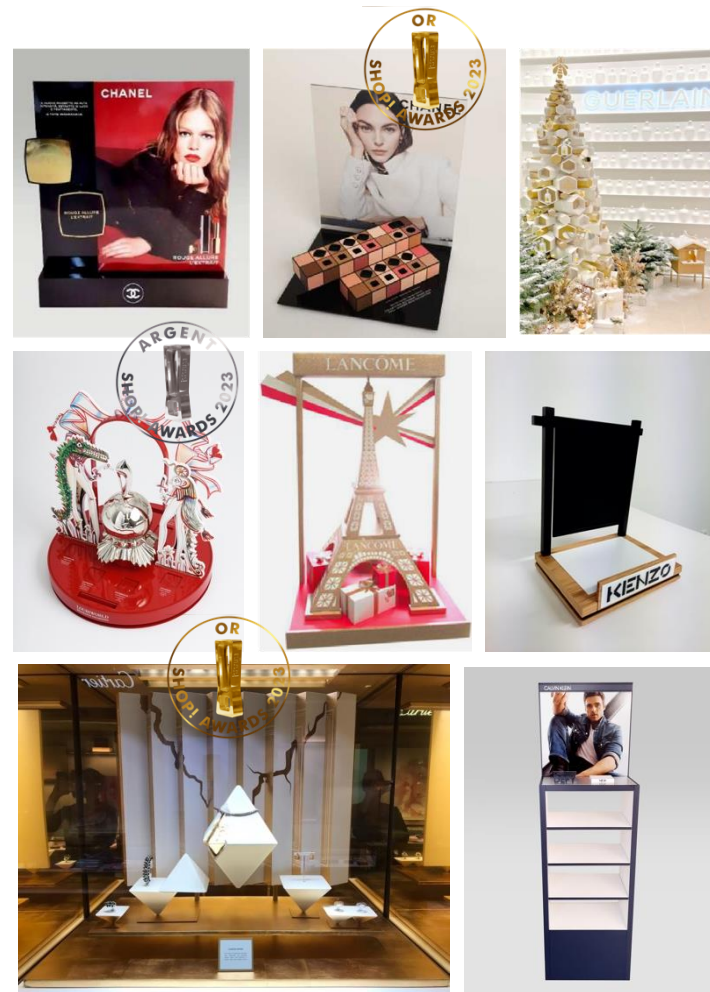
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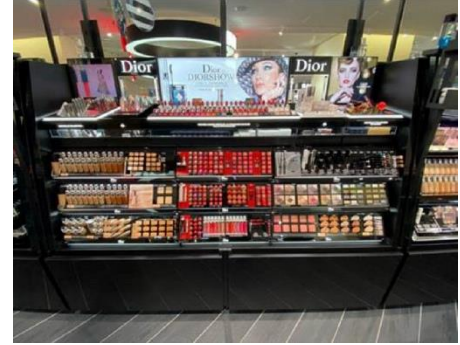
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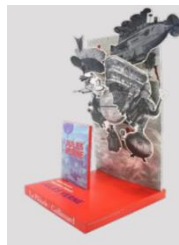
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# OUR REALIZATIONS

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THE **VM**FACTORY  
SMART SHOP FURNITURE

## OUR REALIZATIONS





AVEC

## OUR REALIZATIONS



# OUR POSITIVE FIGURES OF 2022

44 M€: group turnover in 2022

130 EMPLOYEES: Bléré workforce, with 60% women and 40% men

6 700 TONS CO2 EQUIVALENT: carbon footprint result (Bléré 2022 for the year 2021)

100% GREEN ELECTRICITY: transition to a green energy supplier in 2022

3 PRODUCTION SITES IN FRANCE: cardboard, multi-materials, and pulp



# 02

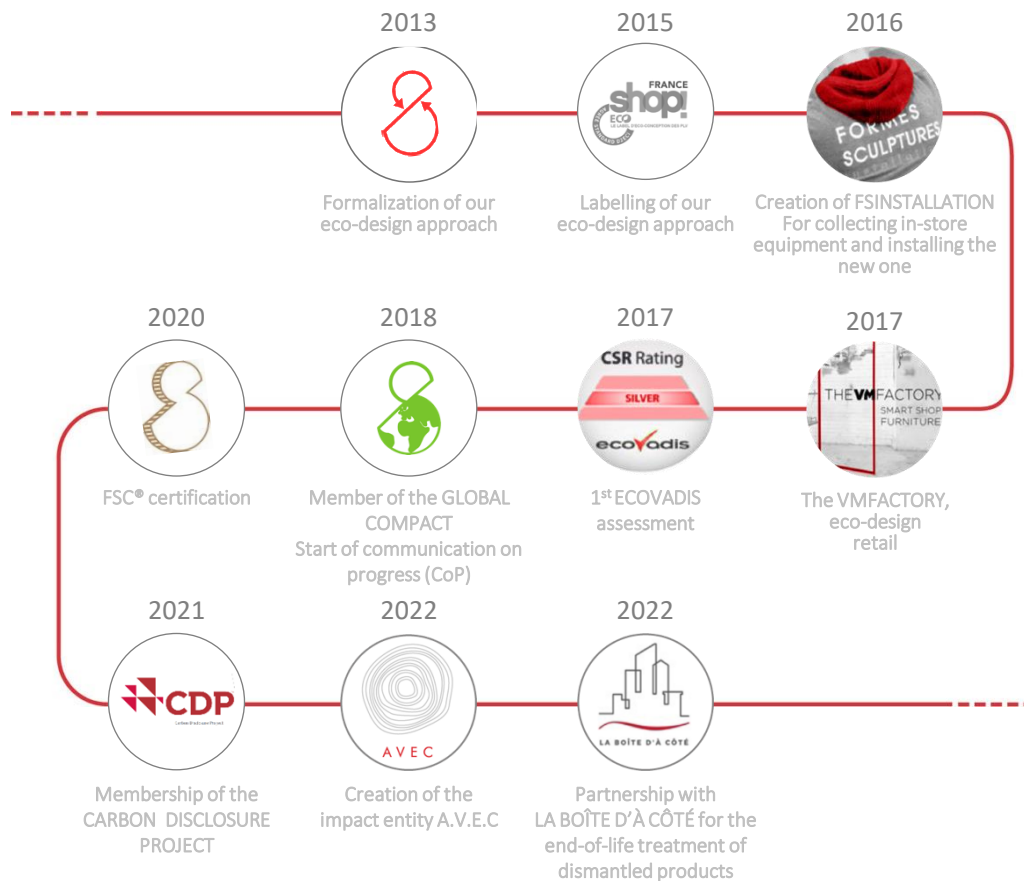
## OUR COMMITMENTS

Our CSR approach

Our sustainable development goals

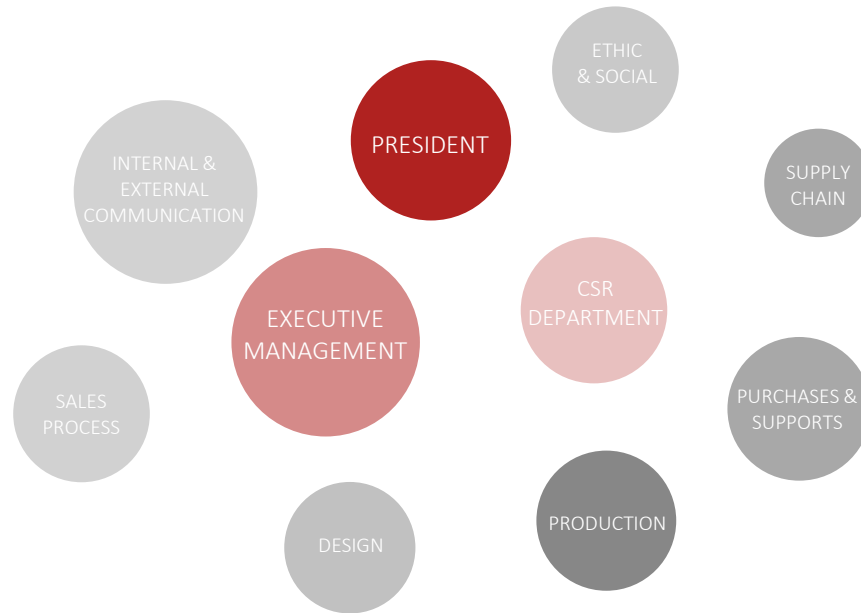
- Environment
- Responsible purchasing
- Rights and working conditions
- Ethics

# OUR HISTORY



# OUR CSR APPROACH

- Our desire is to provide answers of lower impact for the environment and for all stakeholders: our customers, our teams, our suppliers, our investors, our shareholders.
- The various structures within the group are established with a circular economy approach to consider our products from their initial design to their second life.
- We continue our transformation through industrial transition, implementing various measures to decrease our impact at all levels and across all departments of the company.



- Our CSR committee meets annually to define the new objectives of the year and the actions to be taken daily to achieve them.

# OUR CSR APPROACH

## OUR SUSTAINABLE DEVELOPMENT GOALS

Our adherence to the UN Global Compact has enabled us to establish our 11 Sustainable Development Goals:

- good health and well-being
- quality education
- gender equality
- clean water and sanitation
- clean energy at an affordable cost
- decent work and economic growth
- industry, innovation and infrastructure
- reduced inequalities
- responsible consumption and production
- measures to combat climate change and life on land

To achieve our goals, we implement a policy rooted in a continuous improvement approach. The United Nations Sustainable Development Goals serve as a guiding framework to define areas of progress.



# OUR CSR APPROACH

## OUR SUSTAINABLE DEVELOPMENT GOALS

Our CSR policy revolves around four pillars : environment, responsible purchasing, rights and working conditions, and ethics.



We measure the impact of our activities through key performance indicators to enhance our actions and establish a sustainable strategy.

# INDUSTRIAL TRANSITION

At FORMES & SCULPTURES, economic growth through industrial transition goes hand in hand with ecological transition: we evolve and innovate with this mindset. We reason within a framework of reducing our impact at all levels.

We work to support our suppliers, clients, and collaborators in a way that respects the planet, by:

- Implementing sustainable resources at all stages - from production to end-of-life
- Engaging in local sourcing and production
- Maintaining a minimal carbon footprint

We are reducing our industrial footprint through various mechanisms, evident in our energy efficiency plan.

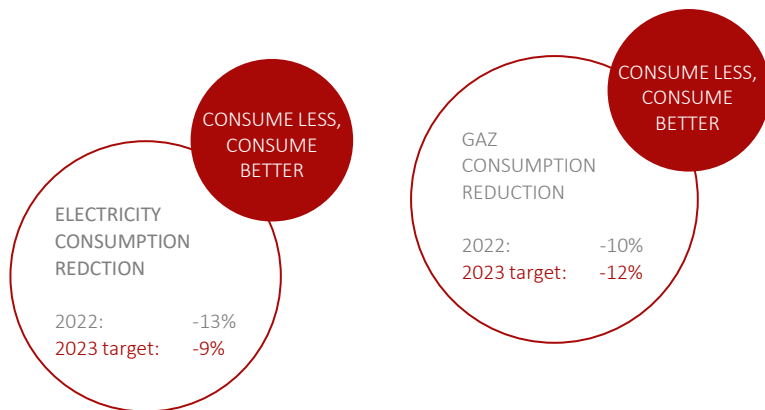


# ENERGY EFFICIENCY PLAN

Our ECOFLUX diagnosis conducted in 2021 on the year 2020, allowed us to evaluate our energy consumption and to lead an action plan to drastically reduce it.

Within our machinery fleet, we identified energy-intensive units and made the decision to retain only those that are efficient and consume less energy. This initiative was implemented on a portion of our equipment, particularly by phasing out obsolete technologies from an energy perspective.

Thanks to all these measures, we achieved a 23% reduction in our gas and electricity consumption in 2022. We project an additional 11% reduction in 2023 through implementation across the remaining workshop.

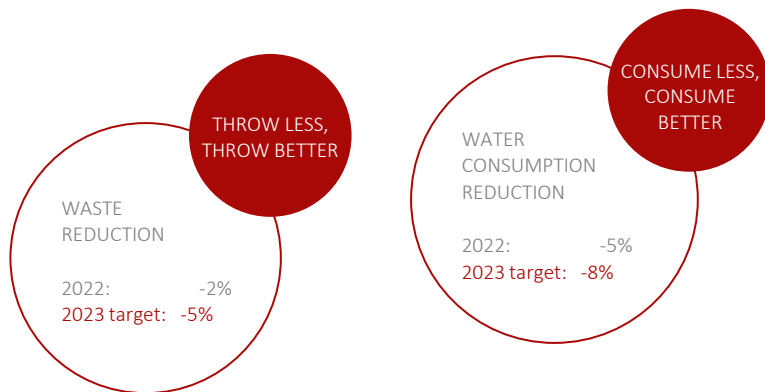


# ENERGY EFFICIENCY PLAN

Similarly, we have reduced our water consumption by 5% by actively addressing leaks. These results will further improve in 2023 through the installation of aerators on faucets and motion detectors, aiming for an 8% reduction target.

We are committed to reducing, sorting, and recycling our waste. FORMES & SCULPTURES has implemented actions in various areas: waste design, management, and valorization.

Our pursuit of frugality, which began in 2020, continues as we reduced our waste by 2% in 2022, with a goal of 5% reduction in 2023.



# WASTE SORTING AND RECYCLING

Our economic model is frugal: our commitment to environmental initiatives emphasizes waste management as a priority. This approach is not only economical but also ecological. It allows us to reduce both our costs and environmental impact.

We are mindful of waste reduction, sorting, and recycling. To achieve this, we have implemented a waste qualification and sorting system with a total of 23 containers for sorting various types of plastics, wood, metal, cardboard, paper, and more.

In 2022, we recycled and repurposed 70% of our waste, with a target of reaching 80% in 2023. An accredited service provider is responsible for their treatment.



# DANGEROUS WASTE MANAGEMENT



FORMES & SCULPTURES handles and stores dangerous waste while minimizing risks and nuisances. This prevents soil and groundwater pollution.

We have implemented a procedure for managing accidental spills of polluting substances, along with an internal staff training program to develop prevention and safety measures during the handling of dangerous materials.



## ECO-DESIGN : THE GROUP'S DNA



We have been Shop! Eco-certified since 2015, which has enabled us to formalize our approach and provide comprehensive training to our teams on this topic..

Eco-design is present in a transversal way within our group. Our entity FORMES & SCULPTURES INSTALLATION created in 2016 to control the end of life of our productions.

We eco-design retail furniture via THE VM FACTORY since 2017. And more recently, was born AVEC (Avenir Vertueux Ensemble Créatif), our R&D entity dedicated to low-impact, high-quality solutions.

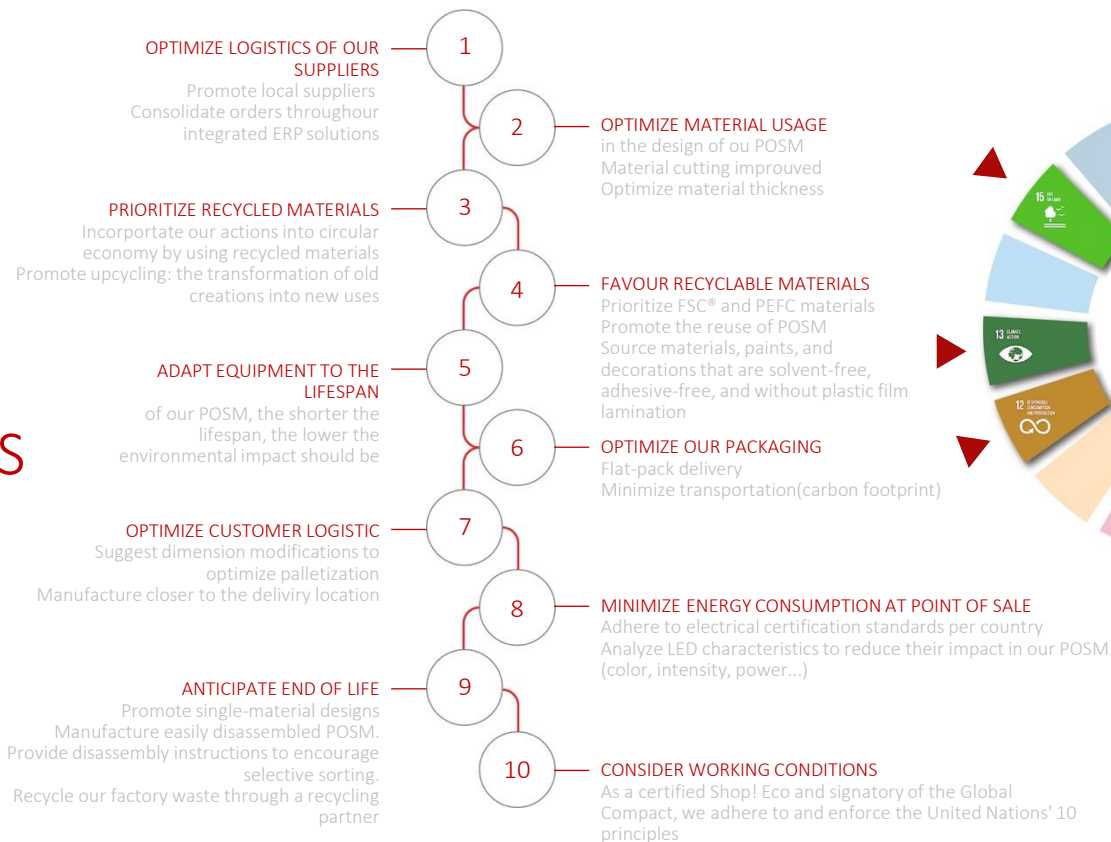
Lastly, we manage end-of-life POS (Point of Sale) displays in collaboration with our partner La Boîte d'à Côté, offering dismantling solutions or second-life opportunities for reuse (when ultimate waste can be avoided).



# OUR 10 ECO- DESIGN PRINCIPLES

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These are the ten commandments that formalize the fundamental points to be applied at each stage of the Point of Sale (POS) lifecycle: from design to delivery at the point of sale.



# PRESERVE BIODIVERSITY

To contribute to biodiversity preservation by adopting a balanced approach to the extraction of forest products, we have been using FSC® certified wood, cardboard, and paper for many years. Since 2020, our historical production site in France is also FSC® certified.

Our goal is to undertake one biodiversity-related action each year and to promote environmental advocacy.

Our partners in Serbia and China also have FSC® certifications for their production facilities. This enables us to provide our environmentally friendly offering to clients across the global geographical area.

BIODIVERSITY:  
A HERITAGE TO  
PROTECT

- GOAL: 1 ACTION/YEAR TO PROTECT BIODIVERSITY
- GOAL: 1 ACTION/YEAR TO PROMOTE ENVIRONMENTAL ADVOCACY



# OUR CSR APPROACH

## SUPPLIERS' ENVIRONMENTAL & CSR PRACTICES

We have established a sustainable supply chain by promoting responsible and supportive purchasing practices among our long-standing suppliers. We encourage our partners to initiate their own CSR initiatives and support them whenever possible.

We are dedicated to selecting our strategic suppliers based on criteria such as quality, price, and their ability to align with our development linked to our CSR approach. In 2022, the rate of suppliers that signed our Responsible Procurement Charter reached 75%, and our goal for 2023 is to achieve 80%.

We aim to involve all our suppliers in practices such as local sourcing, the use of recycled/recyclable materials, and obtaining environmental certifications (FSC®, SHOP! ECO, ECOVADIS, etc.).



### SUPPLIERS' CSR PRACTICES

#### % SUPPLIERS THAT HAVE SIGNED THE RESPONSIBLE PURCHASING CHARTER

2021:	74%
2022:	75%
2023 target:	80%

#### % SUPPLIERS ENGAGED IN CSR INITIATIVES

2021:	45%
2022:	47%
2023 target:	50%

#### % SUPPLIERS THAT HAVE SIGNED THE REACH REGULATION

2021 :	59%
2022 :	60%
2023 target:	80%

# OUR CSR APPROACH

## REDUCE THE IMPACT OF OUR PURCHASES

To address our main challenge of balancing aesthetic requirements with environmental considerations, we activate two primary strategies: internal research for new materials and external sourcing.

We engage suppliers by challenging them in terms of creativity, innovation capabilities, social and environmental performance, as well as pricing.

We leverage each supplier's expertise to ensure the most accurate procurement across all our purchases.

Our intention is to raise awareness among our suppliers about the benefits associated with an overall CSR approach, even if they are already proactive in environmental aspects such as eco-design.

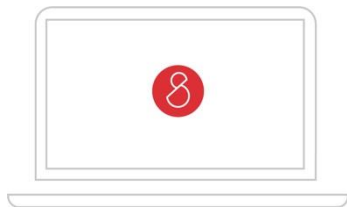


# OUR CSR APPROACH

## DIGITAL SOBRIETY

The study conducted by ADEME-Arcep in 2020 indicates that the digital sector accounts for approximately 2.5% of the carbon footprint in France, a share that is expected to double by 2030 and triple by 2050.

Currently, 79% of the digital carbon footprint is attributed to our equipment.



To achieve the goals set by the Paris Agreement by 2050, a collective effort involving all stakeholders is essential in the digital sector. Therefore, at FORMES & SCULPTURES, we reduce unnecessary purchases and buy as closely aligned with our needs as possible.



# OUR CSR APPROACH

## BUY DIFFERENTLY TO STAY EFFICIENT

Within the FORMES & SCULPTURES group, we consider the complete lifecycle of our equipment. We implement a responsible purchasing policy with specific criteria for computer equipment.

We prioritize the purchase of wired computer accessories. For instance, a wireless mouse emits 9 kg eq CO<sub>2</sub> compared to 5.5 kg eq CO<sub>2</sub> for a wired mouse. The ratio is similar for keyboards, where we achieve nearly a 50% reduction in emissions by choosing wired equipment. These practices have become automatic in our purchasing team!



22KG  
ÉQ CO<sub>2</sub>



5,51KG  
ÉQ CO<sub>2</sub>



8,76KG  
ÉQ CO<sub>2</sub>



## OUR CSR APPROACH

### BUYING LESS TO MAINTAIN PERFORMANCE

The short lifespan of terminals has a significant impact on their environmental footprint. Extending their lifespan is a critical approach to reducing the environmental impact of digital devices. Implementing leasing significantly increases the lifespan of It's equipment.

Within our group, we establish partnerships with suppliers to lease IT equipment instead of purchasing it. In 2022, a total of 28% of the equipment was leased out of the total requirement of 21 laptops. This equipment is leased for a duration of 3 years with a maintenance service that ensures quick response in case of malfunction.

Our goal for 2023 is to substitute 100% of new laptop purchases with rental.



# OUR CSR APPROACH

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## REDUCTION AND END OF LIFE OF OUR WEEE

The issue of electrical and electronic waste (WEE) and the challenges in managing them are major concerns. For our POS displays containing electronics (LEDs, batteries, etc.), we use certified and country-specific standard-compliant equipment.

We select this equipment based on eco-design criteria, considering factors such as lifespan, power consumption, and recyclability, keeping their end-of-life in mind.

Currently, only 17.4% of this waste is properly collected and recycled; the rest is either incinerated or abandoned in landfills.

In addition to designing POSM for recyclability from the outset, we go a step further by addressing the end-of-life of WEEE. The furniture recovered by FORMES & SCULPTURES INSTALLATION is dismantled by our partner La Boîte d'à Côté. The WEEE and other components are then revalorized or refurbished for reuse.



## OUR CSR APPROACH

### RESPECT OF RIGHTS AND WORKING CONDITIONS

Each entity within the group, as well as all our partners, adhere to the legislation in force in their respective countries regarding human rights and working conditions.

It is our responsibility to ensure the respect of the rights and working conditions of our employees across all territories. We also ensure that our partners and suppliers act in compliance with all applicable laws and regulations within their geographical regions.



The rules of procedure and the Code of Conduct of FORMES & SCULPTURES establish the principles and business rules expected from all stakeholders throughout the value chain processes. They define the standard norms of behavior and conduct.



# OUR CSR APPROACH

## WELL-BEING OF OUR EMPLOYEES

We believe that a happy and fulfilled employee is more productive. That's why we consider a balance between personal and professional life to be essential, along with a pleasant working atmosphere on a daily basis.

We provide all our employees with break rooms equipped with shared libraries, foosball tables, TVs, and comfortable seating to allow everyone to relax and unwind.

Events that bring the entire group together are organized, such as the annual barbecue before summer holidays, to celebrate the year's achievements as a team and foster a live a moment of conviviality.



# OUR CSR APPROACH

## WELL-BEING AND GOOD PRACTICES

We provide training to raise awareness among our employees and ensure their well-being and health. Through the Temporary Work Social Action Fund (FASTT), our employees at the Bléré factory participated in "gestures and postures" training to (re)learn proper practices to avoid pain or the onset of musculoskeletal disorders.

In addition, stretching sessions are conducted every day by our production teams at the beginning of their shift. We remain vigilant on a daily basis and take action to reduce risks.

We also conduct other awareness campaigns, such as the Clarins FeetWeek. It's a week-long challenge during which each participant commits to walking for a good cause, reminding everyone of the importance of engaging in physical activity.



# OUR CSR APPROACH

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## ASSOCIATIONS AND LOCAL LIFE

We are deeply rooted in the local fabric of our historical site located in Bléré, Touraine. We support the local community through our local suppliers and other actions in collaboration with associations.

In this capacity, we have been supporting the Val-de-Cher football club for several years through an annual fixed contribution and sponsorship activities.

This year, as part of Pink October, FORMES & SCULPTURES is committed and has donated 50 jars of honey from our beehives for a raffle organized by the 'Gymnastique Volontaire et Marche Bléré Val de Cher' association. The entire proceeds collected were donated to breast cancer awareness and research.

We have also provided a portion of our factory premises for the installation of 'La Boîte d'à Côté,' an association that focuses on employment. Their role is to reintegrate individuals from the long-term zero unemployment territory (TZCLD) program back into the workforce.



# OUR CSR APPROACH

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## HUMAN AND ORGANIZATIONAL DIVERSITY

Diversity is a valuable asset within our group, encompassing the various entities that constitute it as well as the differences among our collaborators.

FORMES & SCULPTURES is committed to the integration of people with disabilities. Beyond our differences, we prioritize the skills and motivations of each individual. In all our recruitment processes, we apply selection criteria exclusively based on professional competencies.

We ensure to define and implement a fair human resources policy at all levels.

### EMPLOYMENT OF PERSONS WITH DISABILITIES

2021:	3,3%
2022:	3,3%
2023 target:	3,5%

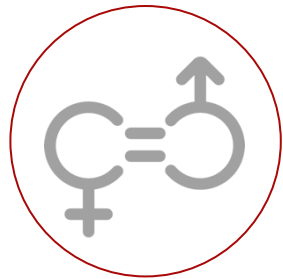
### GENDER EQUALITY INDEX

2021 :	90%
2022 :	96%
Objectif 2023 :	90%

AT WORKS, IT'S  
TALENT THAT  
MATTERS



## OUR CSR APPROACH



### AN INDUSTRIE THAT IS BECOMING MORE FEMININE!

The gender equality index of FORMES & SCULPTURES is 96/100 in 2022. It takes into account various criteria, such as the proportion of women among the top 10 highest salaries, as well as the presence of women in management and leadership positions.

Indeed, within our group, the proportion of women in the executive committee is 100%, specifically at the Bléré site.

More broadly, FORMES & SCULPTURES INDUSTRY has 60% of women and 40% men this year. This is a significant figure, considering that in our industry, only 29 % of women are represented.



# OUR CSR APPROACH

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## A TRAINING COMPANY

At FORMES & SCULPTURES, we are committed to supporting our employees in their careers so that they can receive training and thrive at work. Our internal training plan, implemented since 2019, allows us to provide training to all our employees on various topics, including materials, CSR, and specific techniques.

Furthermore, external training sessions are conducted each year with a budget of €429 per employee in 2022. For instance, in the case of first aid and workplace rescue (SST) training, 18% of our employees became certified first aid responders in 2022.



LEARNING IS  
GROWING

### EXPENDITURE/EMPLOYEE/ YEAR (€)

2021:	230€
2022:	429€
<b>2023 target:</b>	<b>450€</b>

### % OF EMPLOYEE TRAINED IN SST (workplace first aid rescuer)

2021 :	20%
2022 :	18%
<b>2023 target:</b>	<b>20%</b>



# OUR CSR APPROACH

## A COMPANY THAT CREATES TALENTS

In addition to our annual training plan that facilitates skill development and preserves our expertise, we ensure the transfer of knowledge and technologies.

Investing in the training of apprentices and interns is a beneficial strategy to maintain the appeal of our craftsmanship among young talents. Integrating these interns into our teams after their professional training enables us to stay competitive and meet the demands of our clients in the luxury industry.

Our human resources policy focuses on these new generations while also valuing our experienced employees who have gained valuable expertise over years of work in the point-of-sale display industry.



# OUR CSR APPROACH

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## A R&D MONITORING

A weekly meeting takes place between the teams from the design department and the sales representatives of the company to discuss the progress in terms of Research and Development (R&D). During this meeting, updates are shared with everyone regarding advancements, developed and tested techniques, validations on various subjects such as eco-design, new materials, innovations, and methodologies.

Other events like professional trade shows also contribute to keeping an eye on industry trends and staying innovative. For instance, we participate in events like the Green Retail Day through our industry association and the "Jour E" organized by BPI France. These events provide opportunities to showcase our sustainable development progress and also allow us to stay informed about industry developments.



# OUR CSR APPROACH

## A COMPANY WITH SOCIO-ECONOMIC IMPACT

Deeply rooted in the local community, our company has been a major employer in its area of activity for nearly 40 years.

We hire employees who were previously in temporary positions to preserve their expertise and provide them with social and economic stability.

Our group has also contributed to the implementation of the 'Territoire Zéro Chômeur Longue Durée' (Zero Long-Term Unemployment Territory) initiative in the town of Bléré in 2021. This led to the creation of 'La Boîte d'à Côté' in 2022, an association aimed at employment, which uses our premises to carry out its reintegration efforts for individuals participating in the TZCLD program.



# OUR CSR APPROACH

## RESPECT FOR ALL STAKEHOLDERS

We operate in a competitive environment that promotes ethical business growth, condemns corruption, anticompetitive practices, and ensures responsible management of information.



We strive to promote an ethical corporate culture by being transparent with our stakeholders and implementing a zero-tolerance policy towards corruption, bribery, and anticompetitive practices.



# OUR CSR APPROACH

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## AN ETHICAL BUSINESS WITH OUR CUSTOMERS

We treat our clients with consideration, honesty, and fairness. We commit to not disclose any confidential information and to respect their intellectual property rights by signing non-disclosure agreements.

We strengthen our projects by fostering a climate of trust with our clients, ensuring the protection of their interests. Every team member is obligated to uphold the confidentiality of information, whether exchanged verbally, in writing, or electronically.

We maintain records of all files to ensure their traceability and reconcile purchase orders with all completed quotes.

Finally, we provide our clients with certificates of material destruction bearing their logo whenever such actions are undertaken.



# OUR CSR APPROACH

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## AN ETHICAL BUSINESS WITH OUR SUPPLIERS

We ensure equal treatment of our vendors by using objective selection criteria, without any form of discrimination.

We apply a validation procedure for all expenses incurred by our employees with our suppliers, regardless of their amount.

We are committed on a daily basis to avoiding anti-competitive practices in order to maintain a diversity of suppliers that meet our needs.

Our business relationships develop without conflicts of interest at all levels with our stakeholders.

We sign Codes of Conduct with our clients and suppliers, where we formally commit to prohibiting any form of corruption and money laundering, preventing conflicts of interest and insider trading, respecting our competitors, as well as ensuring confidentiality and respecting the intellectual property rights of our clients and suppliers.



# OUR CSR APPROACH

## THE PROTECTION OF OUR EMPLOYEES

Because we are responsible for the protection of all our employees, we are committed to implementing measures that ensure their support on a daily basis.

Within the FORMES & SCULPTURES group, we have initiated an awareness campaign and established an anonymous alert system. This system allows staff to report potentially unlawful behaviors such as discrimination, harassment, fraud, or corruption.



# OUR CSR APPROACH

## REGULATORY MONITORING

This allows us to stay informed about legal developments and new standards in our field.

We play an active role and work to shape the future while respecting our clients and all stakeholders in the Point of Sale Advertising (POS) industry. Our commitment extends beyond our company, as it is everyone's responsibility to contribute to key issues that shape the future of our profession.

As such, we participate in various industry steering committees on topics that concern us all. We value these roles that position us as a responsible and ethical company.



# 03

## OUR OBJECTIVES

Towards a more circular economy model  
Measuring our environmental impact  
R&D to shape the world of tomorrow  
Improving our social impact

# OUR OBJECTIVES

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## CIRCULAR ECONOMY AS A DRIVER OF PERFORMANCE

Circular economy is essential and integral to our economic transition. It is necessary for the planet, our employees, ourselves, our suppliers, our shareholders, our partners, and especially for our clients. By considering the principles of the circular economy in our strategies, we reduce our environmental impact and enhance our social and societal contributions.

As a committed partner to luxury brands, it is our responsibility to ensure materials with minimal impact on the world. That's why we incorporate circular economy practices at all levels and across all entities within the group.



# OUR OBJECTIVES

## THE WAY TO THE IDEAL POSM

The ideal POSM is locally manufactured, using reusable or recycled materials that are all separable and can be valorized through existing recycling channels in the location of deployment. Moreover, it is part of a virtuous circle and can be reused indefinitely. Our entire strategy is aligned towards striving for this ideal.

We are implementing an energy efficiency plan to control our energy consumption.

We conduct a measurement of our environmental impact through our carbon footprint assessment carried out in 2022 for the year 2021.

We use tools to measure the impact of our POS in order to improve on a daily basis.

We develop economically with responsible entities or partners closest to the markets.

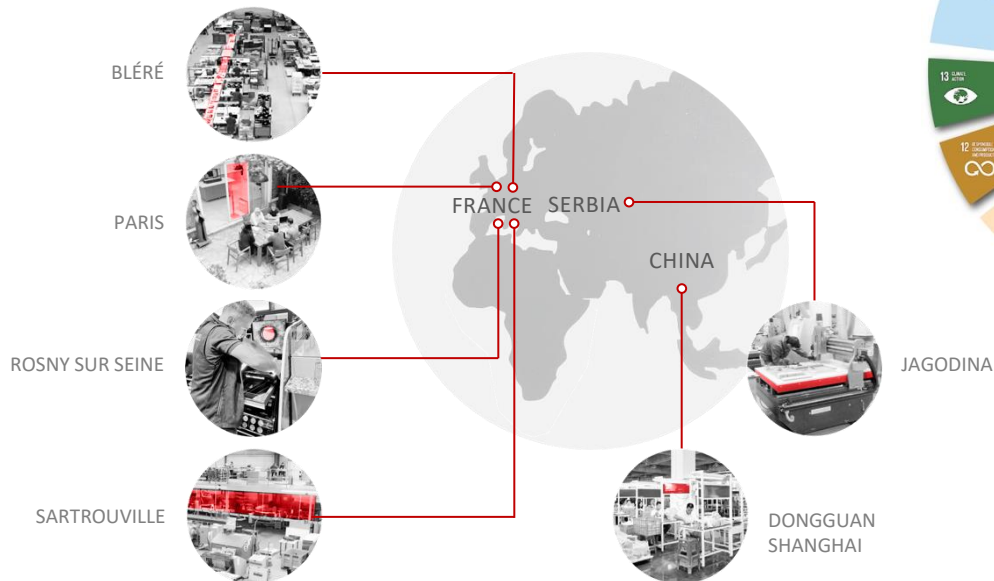


## PRODUCTION AS CLOSE AS POSSIBLE TO THE DELIVERY LOCATION

We offer our customers the opportunity for local production regardless of the delivery country, while maintaining a consistent quality of service regardless of the production location.

Our teams are dedicated to promoting more environmentally responsible production for our planet and our employees.

## OUR OBJECTIVES



## OUR OBJECTIVES

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### MEASURING OUR IMPACT THROUGH CARBON FOOTPRINT ASSESSMENT

In 2022, we conducted our first comprehensive carbon footprint assessment to measure and verify the effectiveness of our actions over time. This initial result of 6700 metric tons of CO<sub>2</sub>e for the year 2021 provides us with a trajectory to achieve the goals set by the Paris Agreement for 2030 and 2050.

Within the FORMES & SCULPTURES group, we are reducing the carbon impact of our activities to stay within the limits of the Paris Agreement, aiming not to exceed the 2°C or even 1.5°C thresholds.

340 Kg

Éq.CO<sub>2</sub>  
PER K€ OF  
TURNOVER

50 t

Éq.CO<sub>2</sub>  
PER EMPLOYEE



## OUR OBJECTIVES

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### MEASURING THE IMPACT OF POSM through life-cycle assessments (LCAs)

The Life Cycle Assessment (LCA) of a product enables advancements across the value chain: starting from the eco-design of the product, procurement of raw materials, production conditions, and extending to its end of life.

Since 2021, FORMES & SCULPTURES has been a member of the steering committee that developed a specific Life Cycle Assessment tool for POS displays in collaboration with retail point-of-sale stakeholders (advertisers and suppliers).

This tool was created using an harmonized method based on the European PEF standard. It incorporates 16 criteria that encompass the entire product life cycle. A single value, referred to as the 'score,' enables the assessment of the impact of the POS display based on these criteria.

With this tool, we not only measure the carbon footprint of our products, but we also consider other factors such as water eutrophication and energy consumption.



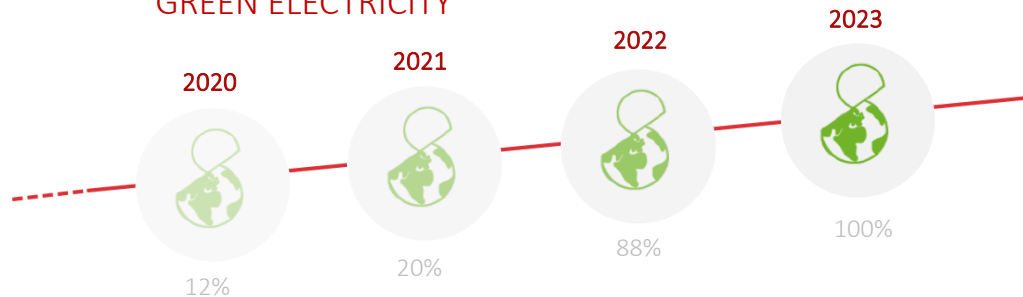
# OUR OBJECTIVES

## COMBATING CLIMATE CHANGE

We are committed to implementing actions in alignment with the Paris Agreement. Our carbon footprint analysis revealed that 24% of our emissions originate from scopes 1 and 2, prompting us to develop an action plan to reduce them by 2030.

Since 2020, we have observed an increase in our share of green electricity. In 2022, through the implementation of new contracts, we achieved a rate of 88% green electricity, and our goal is to reach 100% by 2023.

## GREEN ELECTRICITY

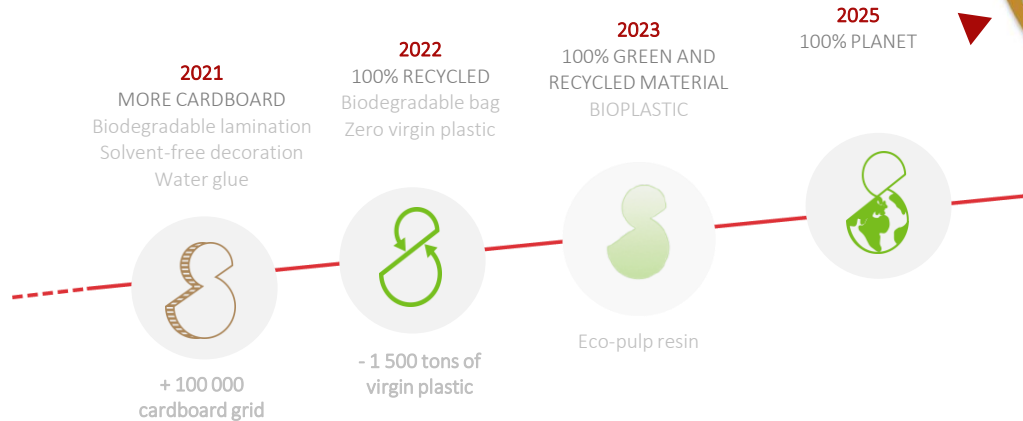


# OUR OBJECTIVES

## TOWARDS A 100% PLANET-FRIENDLY INDUSTRY...

The development of the economy and R&D is fully compatible with planet preservation. It is with this mindset that we foster our responsible innovations. Our goal is to achieve '100% planet' by altering our practices and eliminating environmentally harmful materials.

We're returning to the basics and embracing noble materials, following a clear roadmap to achieve 100% planet-friendliness by 2025. We are incorporating more cardboard and green and recycled materials.



## OUR OBJECTIVES



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### ... WITH NOBLE MATERIALS

FORMES & SCULPTURES goes further through the AVEC structure. An impact-focused company, dedicated to developing materials, processes, and supply chains for the sustainability of our planet.

Since 2021, we commit to ensuring our adaptability to the changing needs of our clients, while upholding the following principles:

- Using sustainable resources at all stages of production, from manufacturing to the end of product life.
- Promoting local sourcing and production.
- Maintaining a minimal carbon footprint to reduce our environmental impact.

We develop and produce cellulose-based parts, thereby prioritizing the use of natural materials with reduced environmental impact. We also ensure that these materials remain accessible and affordable while upholding our reputation for recognized quality.

In our transformation process, we place great importance on planet preservation, as well as the well-being of our customers and collaborators. We employ environmentally-friendly techniques to transform, decorate, and enhance these materials, ensuring that the finishes used do not compromise their ecological nature.



# OUR OBJECTIVES

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## DECARBONIZING OUR SCOPE 3

The most significant portion in our carbon footprint result comes from our Scope 3 emissions. This includes the purchases of goods and services, accounting for 76% of our carbon emissions. We support our strategic suppliers in their transition, and we continue to make progress by selecting new suppliers on CSR criteria.

Within the group, we are establishing partnerships with our suppliers, such as opting for equipment leasing instead of purchasing, as an example of our efforts to reduce carbon footprint



## OUR OBJECTIVES

### RESPONSIBLE AND RISK-FREE PURCHASES

By deeply modifying our chemical risk management, compliance with the REACH regulation enables us to better protect the environment and the health of our employees and consumers. As 'material transformers,' we are obligated to apply the REACH directive and consequently assess the hazards related to substances and materials used in our activities.

To comply with REACH, we stay informed about regulation developments through our technological monitoring, and we inform our suppliers of their obligations related to regulatory compliance via correspondence, directing them to a website for accessing updates. We ask them to provide us with written commitment.

In the context of our research and development focused on eco-design, we maintain active collaboration with our suppliers to continually reduce Volatile Organic Compounds (VOCs) and Carcinogenic, Mutagenic, and Reprotoxic Substances (CMRs).

We source materials with a lower environmental impact by considering their complete life cycle, in addition to our undergoing internal transformation.



# OUR OBJECTIVES

## AN INNOVATIVE COMPANY

Thanks to the expertise of our artisans and the skill development of our talents, we file patents every year to protect our innovations.

In 2022, FORMES & SCULPTURES has submitted 7 patents to the National Institute of Industrial Property.

These patents are related to the development of innovative materials or the creation of new technology across all our sites.

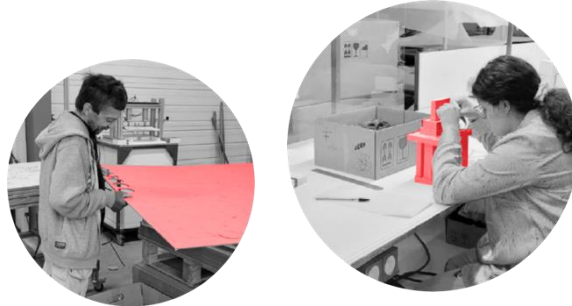


# OUR OBJECTIVES

## SOCIAL AND INCLUSIVE ECONOMY

We contribute to the integration of people with disabilities by organizing initiatives such as DuoDays: a partnership between the staff of ESAT (Établissement et Service d'Aide par le Travail, a French institution for disabled workers) and our factory personnel.

We also have a Disability Employment indicator aimed at recognizing all initiatives related to working with individuals with disabilities. We actively support these actions and aim to renew such initiatives annually.

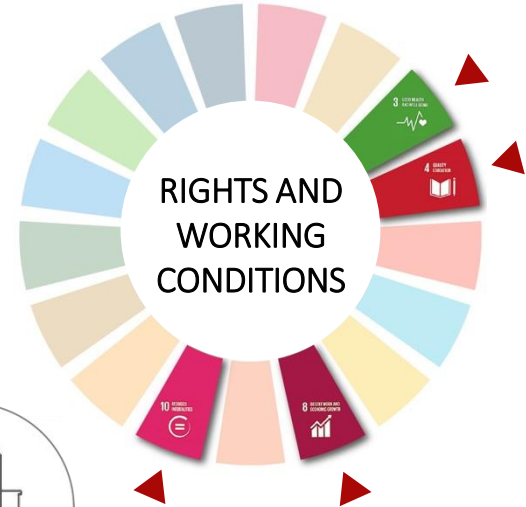


# OUR OBJECTIVES

## SOCIAL AND SOLIDARITY ECONOMY

Around thirty French cities have been selected by the government to be part of the 'Territoire Zéro Chômeur Longue Durée' (Territory with Zero Long-Term Unemployment) initiative. La Boîte d'à Côté was established in 2022 in Bléré to support long-term unemployed individuals in their reintegration into active life by offering them jobs.

We engage in the social and solidarity economy through the integration of this structure into our circular economy framework, which manages the dismantling and revaluation of waste. This allows us to offer our customers the opportunity to recycle retrieved furniture and provide traceability for the end-of-life of POSM.



# OUR CSR APPROACH

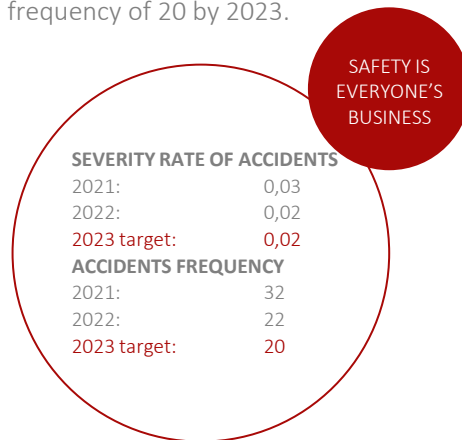
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## SAFETY AND WORKING CONDITIONS

Creating the conditions for a harmonious coexistence that establishes a work environment ensuring diversity, non-discrimination, social dialogue, and the health and safety of employees are our priorities.

We track indicators that facilitate continuous improvement in terms of workplace accidents.

Our severity rate of accidents is decreasing while the frequency remains stable. Our goal is to achieve a severity rate of 0.02 and a frequency of 20 by 2023.



# OUR OBJECTIVES

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## RAISING AWARENESS ABOUT RESPONSIBLE INFORMATION MANAGEMENT

Discrimination, harassment, corruption, anticompetitive practices, and fraud can manifest in various forms, often subtle and sometimes difficult to recognize.

FORMES & SCULPTURES has provided training to assist its staff in becoming aware of and identifying such deviations.

The percentage of employees sensitized to business ethics and responsible information management was at 90% in 2022, and our goal is to maintain this level.

ETHICAL AND  
RESPONSIBLE  
PRACTICES

### PERCENTAGE OF AWARENESS REGARDING DISCRIMINATION, BUSINESS ETHICS, RESPONSIBLE INFORMATION MANAGEMENT

2021:	90%
2022:	85%
2023 target:	90%



# OUR OBJECTIVES

## RAISING AWARENESS ABOUT BUSINESS ETHICS

For FORMES & SCULPTURES, it's about adhering to rules, legislation, and ethical principles in conducting business.

Transparency and the trust-based relationships with all stakeholders are crucial for the company's development and sustainability, including clients, employees, shareholders, suppliers, and all the partners we engage with on a daily basis.

FORMES & SCULPTURES has provided training for all employees since 2020 regarding good business practices, adherence to legal regulations, anti-corruption measures, conflicts of interest, money laundering, and unethical practices.

The percentage of employees sensitized to business ethics and responsible information management was at 90% in 2022, and our goal is to maintain this level.



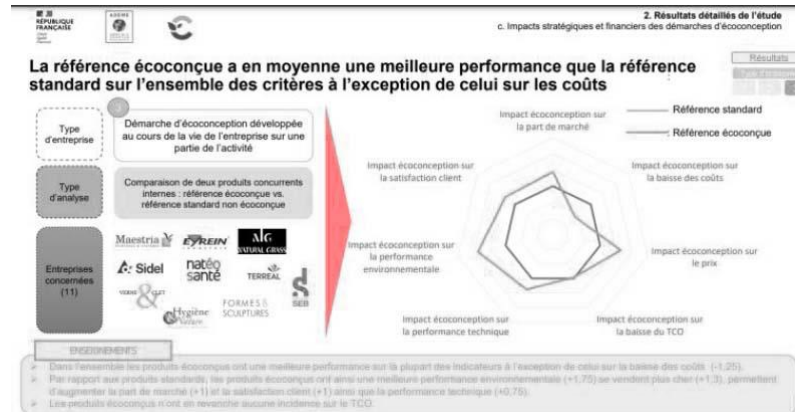
# OUR OBJECTIVES

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## TRANSPARENCY IN OUR ACTIONS AND COMMUNICATION

We strive for the utmost transparency in our communication with all stakeholders. This is achieved through various means such as internal and external newsletters highlighting our innovations, social media posts showcasing our awareness campaigns (Pink October, DuoDay, Bee Day, etc.).

We also participate in public studies that demonstrate the economic impacts of the group's strategic choices. In 2022, we took part in a survey conducted by ADEME on our eco-design practices and their impact on our business.





04

OUR NEWS

## A PARTNER EXPERT IN RETAIL DIGITAL SOLUTIONS

As digital technology plays a significant role in our lives overall and particularly in the retail sector, we have decided to embark on a new collaborative approach with MEIYUME, a major player in digital solutions for point-of-sale.

By combining our expertise and complementing each other, we are enhancing our industry-specific skills. Going forward, FORMES & SCULPTURES will handle the display (hardware) component, while entrusting MEIYUME for all digital solutions (software).



## RETROSPECTIVE AT VERON GALLERY WORKSHOP

At the Véron workshop, an exhibition of Jacques Tenenhaus's raku ceramics was held at the end of the year.

Raku is the result of a glazing technique originating from Korea that developed in 16th-century Japan. It is primarily associated with the production of bowls used in tea ceremonies.

The raku technique involves a low-temperature firing process and the outcome of an enameling technique.



## OUR NEWS

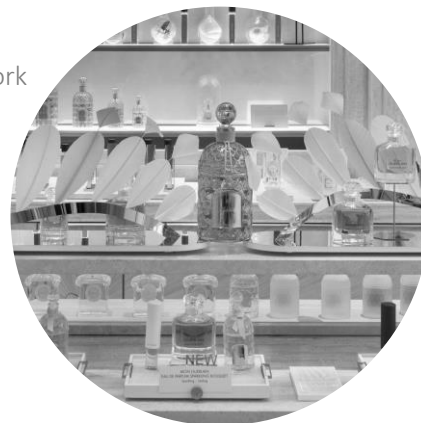
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### GRAND PRIZE OF CREATION AT POPAI 2022

We won the grand prize for creation at the POPAI AWARDS 2022 with the SPARKLING showcase result of the collaboration of the artist Janaína Milheiro and our client Guerlain.

This distinction underlines once again our vocation which is to sublimate the creations while scrupulously respecting the specifications of our customers.

We received the congratulations of the Jury for this exceptional work that seduced him, what a pride!



# FORMES SCULPTURES

CREATION, DESIGN, MANUFACTURE AND INSTALLATION OF MERCHANDISING EQUIPMENT

FROM  
DREAM  
to REALITY!

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