



EURO WIPES

TAKE CARE OF LIFE



CORPORATE SOCIAL RESPONSABILITY REPORT



2018 - 2019

**WITH INNOVATION
WE ASSOCIATE EFFICACY
WITH SAFETY,
AND PRACTICALLY WITH
RESPONSIBLE CONSUMPTION**



With 150 committed, enthusiastic and united men and women, our aim is to have a positive effect day after day!

Social responsibility lies at the heart of our business strategy and through a cross-cutting approach, Euro Wipes is strongly committed to respect for the environment, goodwill in human management, high quality standards, and ethics in our sales relationships.

In a constantly changing world, Euro Wipes endeavours to continually design

and develop sustainable solutions in order to offer products and services adapted to households' needs, whilst also encouraging an ecological attitude and responsible consumption. Our working methods and equipment meet the most demanding standards in the sector.

Furthermore, we are recognised as a responsible company that is managed in an ethical and transparent manner. Also, we endeavour to establish a lasting long-term, sustainable and profitable relationship with all our partners.

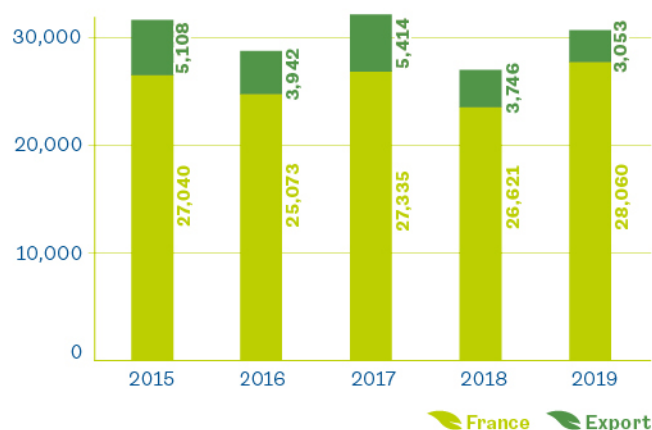


Guillaume Cantelou,
Chief Executive Officer of Euro Wipes

ECONOMIC AND SOCIAL INDICATORS

We are convinced that our company's growth is based on its ability to develop, customer confidence, and its determination to grow with the help of its dedicated staff.

Evolution in turnover excl VAT in €K



Euro Wipes promotes gender equality by acknowledging the legitimacy of professional equality based on the recognition of talent, skills, and drive.

Despite the neutral nature of job adverts, the work offered attracts a large number of female candidates, especially jobs involving packaging hygiene products, quality control, laboratory work, etc. However, **equality between men and women is fully respected**. Also, there is a large percentage of women among the ten highest salaries.

There is room for improvement.

The objectives and actions for doing so will be defined over a 3 year period in order to effectively fight professional gender inequalities.

	2015	2016	2017	2018	2019
STAFF					
Total workforce	137	131	137	137	148
AVERAGE AGE	39.1	38.7	39.1	38.5	38.4
Management Team	46.6	47.6	48.7	47.7	45.6
Executives	40.9	40.1	41.6	40.6	41.1
Technicians/Supervisors	36.1	35.9	36.5	36.4	36.7
Employees	41.1	40.1	40.4	38.9	38.5
GENDER EQUALITY	38/62	39/61	40/60	38/62	38/62
Management Team	50/50	50/50	50/50	50/50	60/40
Executives	64/36	57/43	53/47	45/55	52/48
Technicians/Supervisors	43/57	45/55	48/52	46/54	38/62
Employees	25/75	26/74	26/74	29/71	31/69
RECRUITMENT					
Permanent contracts	6	2	11	12	20
Average length of service (years)	7.45	8.15	8.5	8.3	8.2
SAFETY					
Frequency of work-related accident (per million hours worked)	35.54	22.65	43.99	29.42	31.42
Severity of work-related accidents (per million hours worked)	0.42	0.30	0.73	0.91	1.26
Workers trained in safety	27	39	40	40	40

ENVIRONMENTAL INDICATORS

We design impregnated products that respect the environment, whether in terms of formula, medium, or packaging.

BETWEEN 2018 AND 2019

1,250 TONNES

This is the **amount of plastic saved** through the use of natural fibres in our media and this trend is gaining ground in 2020.

+20%

This is the **progress in the percentage of natural fibres** used in our products that come from FSC certified sustainably managed forests.

FIRST 100% COMPOSTABLE PRODUCT

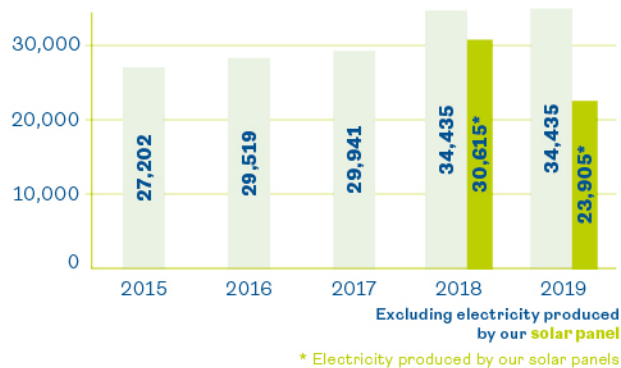
In addition to using natural and biodegradable media, we develop finished products with a **compostable formula and medium** that is certified "OK Compost Home".

X2

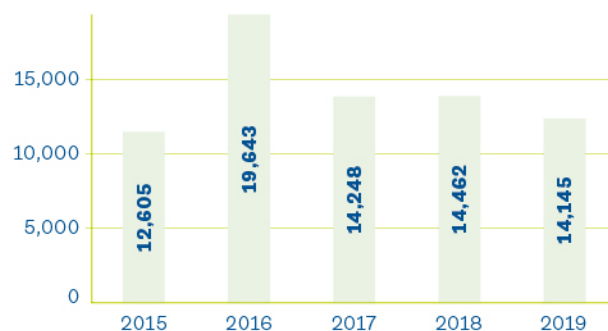
This is the **progress in Ecocert certified** references manufactured at Euro Wipes. In addition to developing organic formulae in hygiene products and cosmetics, we have also developed an Ecosoin certified range for animals.



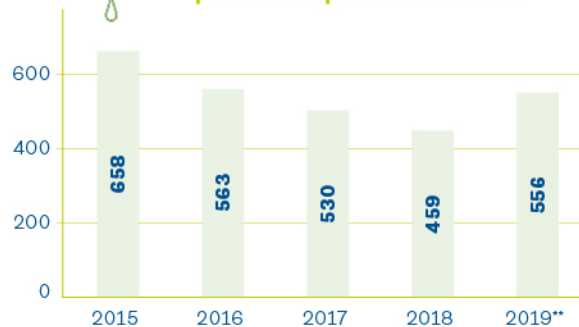
Electricity consumption in kWh per million production units



Gas consumption in kWh per million production units



Tap water consumption in m³ per million production units



** Data excluding a major water leak in summer 2019.

Our environmental commitment not only applies to the development of our products, but also to the management of our plants in order to reduce our environmental footprint as much as possible.



3,500 M² OF SOLAR PANELS

Thanks to their installation, we have managed to replace up to 20% of the electricity we use with **clean energy**.

REUSING LOST ENERGIES

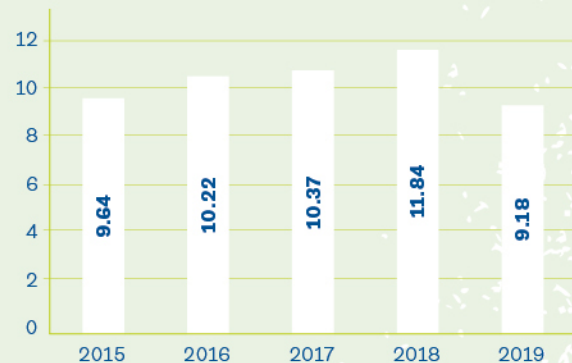
Work is in progress at our plants **to redirect the disposal of controlled temperature air** from our white rooms and weighing rooms to storage areas, in order to cool our warehouses and save energy.

PAPER-FREE

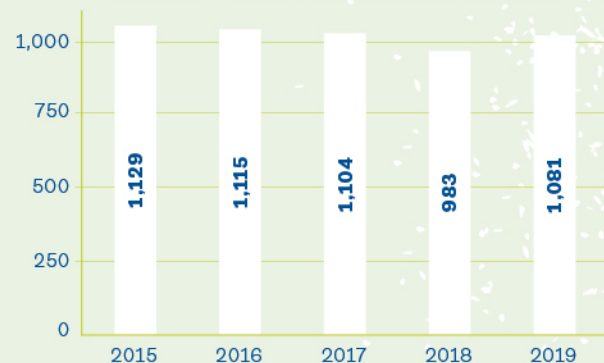
Apart from efforts made on electronic documentation for administration, we have also worked on going **paper-free for production** and quality control records. This project will be introduced on a pilot line in 2020.



**Waste generated in kWh
per million production units**



**Emission of GHG in CO₂
equivalent tonnes per million**



OUR COMMITMENTS

We will be pursuing our environmentally responsible approach in the coming years.

Our partners that share our CSR vision



GROUPE RENARD
IMPRIMERIE & SERVICES



PLASTIC INJECTION MOULDS & MOULDING



A Brambles Company



ETIQROLL



A company of Fuji Seal



ELIOPACK
FRANCE



CRODA





ECO-DESIGN OF OUR INNOVATIONS

- Natural formulae with a high % of **naturality**, with a priority given to Cosmos standard ingredients.
- Increase the % of our “OK Compost Home” **certified compostable products**.
- More than natural medium, our ambition is to use **ecological fibres**:
 - extraction of bamboo fibre, quintessential ecological plant,
 - use of non-bleached cotton to reduce the quantity chemical needed to produce the fibres,
 - introduction of fibres from agri-waste.
- **Recyclable packaging** in available recycling sector.

SUSTAINABLE DEVELOPMENT APPROACH TO INCREASE OUR PRODUCTION CAPACITIES

- **Reduce the use of plastic**, whether in production or administration.
- **Generalise the use of computer documentation** on the production line or for administration.
- **Improve our waste management** further with sorting systems.



WELL-BEING AT WORK

- Favour a personal and work life balance with **the setting up of remote working**.
- Enliven corporate life with collective events for a **warm and welcoming environment**.
- Encourage our staff's actions in support of **social, sport and cultural actions**.
- **Support local educational events and programmes**, such as the Thé Vert festival, the Portée de Voix festival, and high school literature or local radio projects, for a territorial dynamic.

For years, we have invested in Corporate Social Responsibility, and we are accelerating this process, in particular by relying on the ANJAC group and its highly committed vision.

The Ajanc Health & Beauty group's initiatives and commitments



EPIC FONDATION

Support for 3 associations
since 2018 (Sport dans la ville
in France, Prerana in India,
MLop Tapang in Cambodia).



GUSTAVE ROUSSY HOSPITAL IN PARIS

Financial support since 2019
for the child cancer treatment
section extension project.



LA MAISON DES FEMMES

Support for the association
in 2020 with the funding of the
recruitment of midwives, donation
of everyday health products for
this medical unit, and donation
of hydroalcoholic gel during
the Covid-19 crisis.



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this document is printed on recycled paper.

EUROWIPES

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