

PiLeJe has operated in the natural health products market for more than 30 years. During this period, the Group has developed a reputation as a company which cares for the environment, for its customers, for its employees and for the communities which host its facilities.

PiLeJe manufactures most of its products on a number of sites across France which contributes towards social stability and employment in these rural areas (Ariège, Allier and Maine-et-Loire). The main facility at Saint Bonnet de Rochefort in the county of Allier is located within the “Naturopole” ISO 14001-certified cluster of nutrition and health science companies.

The company manufactures and packages products in accordance with the applicable regulatory requirements and reference standards, and in compliance with Good Manufacturing Practices (GMP) and Good Hygiene Practices (GHP).

Caring for the environment has always been a core concern for PiLeJe and is one of the company's fundamental values.

By adopting this Charter, the directors, managers and employees of the PiLeJe Group undertake to act in accordance with the provisions stated therein and shall implement fresh initiatives to ensure that it evolves on a regular basis.



1. ENERGY

REDUCING AND CONTROLLING OUR CONSUMPTION OF ENERGY



PiLeJe has committed to using [LED and natural lighting](#) in all new constructions and to replacing all compact fluorescent lights with LED lights progressively as required. On

some sites, warehouses and common areas are fitted with presence detectors to eliminate unnecessary consumption.

The company is further reducing energy consumption at its Champtoceaux site, one of the two sites in the Maine-et-Loire, through its use of geothermal power to heat and cool 2500m² of office and warehouse space. This site now uses between a third and a fifth of the electricity it consumed before tapping into geothermal power.

PiLeJe continues to buy green electricity from renewable generation sources for all its sites and conducts an energy audit every four years in compliance with its regulatory obligations.

[Server virtualisation](#) was an easy decision for the Group to take since it offers clear energy efficiency benefits, particularly with regard to cooling dedicated server rooms.

Laptops are systematically programmed to enter sleep mode when not in use.

2. WASTE



REDUCING OUR PRODUCTION OF WASTE

The company complies with [selective sorting of waste regulations](#), including separation at source and the recycling or repurposing of five waste streams (French ruling No. 2016-288 of 10 March 2016) on all its production sites and for paper sorting at its Paris offices. Specialist recycling companies process all the waste cardboard, paper, plastic film, etc.

PiLeJe ensures that the various type of waste produced on site (batteries, food packaging, plastic, glass) are sorted by providing collection resources and by making employees aware of the issues:

- Recycling of printer cartridges by an organisation which is certified to ISO 9001, ISO 14001 and OHSAS 18001.
- Reduction in the amount of paper used to print-out documents by replacing individual printers with shared printers at various points in the work areas.

2. WASTE

- The use of recycling networks for the end-of-life management of computing equipment (particularly via the EMMAÛS charitable organisation, set up to combat poverty and homelessness).

PiLeJe uses EU.ECOLABEL-certified, eco-friendly cleaning and servicing products for the offices on its sites.

The company promotes [the development of the circular economy](#) by reusing suppliers' packing boxes and cases to meet in-house

requirements on the distribution sites. The company seeks to reduce the minimum volume levels for procured products (primary, secondary and tertiary packaging items) for slow-turnover items and those likely to be unused.

Finally, PiLeJe promotes the use of [reusable containers](#) for hot drinks in order to limit the use of plastic cups.

3. ECODESIGN

ECODESIGNING MARKETED PRODUCTS



[Ecodesigned](#) products and services respect the environment at all stages in their life cycle.

- With this in mind, PiLeJe now considers different criteria when short-listing new suppliers or when working on new projects with existing suppliers, such as supplier proximity and certifications held. 70% of the Group's packaging suppliers are based in France.
- For more than 10 years, PiLeJe has transported its products in cardboard boxes made from recycled paper. Where possible, the company uses different sizes of cardboard box so that the internal dimensions match the products being transported and thus optimise the filling percentage for these boxes.
- With a view to reducing at source the volume of packaging materials used, PiLeJe has slimmed down the grammage of the cardboard used for its secondary (product presentation) packaging boxes. The switch from 300 g/m² to 280 g/m² (i.e. a reduction of 6.7 %, with no impact on technical performance or marketing factors) applied to all products will save 7 tonnes of cardboard per year.
- Similarly, PiLeJe has eliminated the flaps on its bulk boxes, replacing them with reusable separators to save more than 8 tonnes of cardboard. Lowering the weight of the packaging items reduces the quantity of raw materials used to package the products, and leaves the consumer with less waste to deal with.
- For its product presentation boxes, PiLeJe has switched from a UV varnish (with solvent and additive) to an acrylic varnish (a water-based product whose manufacture requires less energy).

ECODESIGNING MARKETED PRODUCTS



PiLeJe's [contribution to the Eco Emballage 2018 \(eco-packaging\) project](#) funded the selective collection of waste from 5,378 people and the recycling of 290 tonnes of packaging.

As a member of the French national food industry association (ANIA), PiLeJe also keeps a close eye on developments in the packaging industry, particularly those guided by the [packaging commitments roadmap](#), the aim of which is bring about a durable transformation

of production and consumption models in France and Europe to preserve the environment and natural resources.

[In accordance with the OECD 2019 report](#), PiLeJe guarantees that it shall not use materials which might be toxic for the environment. Consequently, the entire range of PiLeJe health solutions poses no risk of contamination of surface water, groundwater and soils and thus ensures that there are no medicated residues in its products.

SOURCING RAW MATERIALS

PiLeJe uses its know-how to [source plants grown in France](#) whenever this is made possible by the resources available.

Most of the procured plants are certified as **"ORGANIC"**. This means that their cultivation did not involve the use of any synthetic inputs; some of which are the product of energy-intensive processes (notably synthetic nitrogen fertilizers).

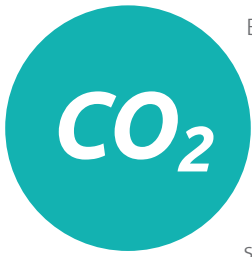
PiLeJe conducts research to investigate the most gentle active ingredient stabilisation methods, in order to limit the loss of actives and thus avoid wasting raw material resources.

The procurement chains used by PiLeJe guarantee [complete traceability](#) from field to product. In many cases, the procured product is grown in compliance with the reference standards for organic farming.

PiLeJe monitors the [Nagoya protocol agreements](#) involving its suppliers to ensure that it conforms with the requirements stated by the authorities in the countries concerned. (*Nagoya protocol: an international agreement on biodiversity*).



4. TRANSPORT



By selecting Colissimo as its package delivery provider, PiLeJe is supporting the transition to a low-carbon economy. Colissimo, along with its parent group, La Poste (a postal services group) is strongly committed to combating climate change. Its main focus is to

control its CO2 emissions by voluntarily ensuring that its operations are carbon neutral. Consequently, all packages sent by the company to individuals are carbon neutral.

In particular, the company has introduced and is developing a videoconference and web conference infrastructure to reduce the need to travel for inter-site meetings. Home working options are also available for employees working on the Group's various sites.

The cars provided for the Group's sales force are not allowed to exceed a set level in terms of CO2 emissions per km.

Every year, PiLeJe arranges for almost 20% of its employees who have to travel for their work to take a safe driving training course which also covers fuel-efficient driving. 60% of this workforce have so far taken this training.

5. ADVOCACY



**UNIFYING TEAMS,
INVOLVING SUPPLIERS
AND SERVICE PROVIDERS,
INFORMING CUSTOMERS**

Every year, PiLeJe reports on the progress it has made towards attaining stated goals and future projects relating to the environment.

PiLeJe encourages open discussions with its customers and other stakeholders. The company actively listens to their points, provides environmental information about the products and issues publicly available reports about how well it has performed with regard to its environmental policy.



We have examined the impact of every aspect of our business activity on the environment and have drawn up a list of our priorities and the areas in which we are focusing our efforts in the months and years to come. To ensure that our actions are successful, we will set goals and targets for the activities which have a significant impact on the environment. We shall analyse how well we perform in these areas and shall publish the results once a year.

ECODESIGN

PiLeJe has set up an important joint initiative involving the Purchasing and Packaging departments aimed at reducing the dimensions of product presentation boxes and at incorporating recyclable materials into the product packaging. At the same time, it is pursuing its reduction at source actions.

PiLeJe is also keen to inform consumers about how to recycle the packaging to simplify and optimise the actions they take. PiLeJe works with its suppliers on their own deployment of environmentally friendly initiatives, if these are not already in place.

WASTE

In order to reduce the volume of waste generated on its sites, PiLeJe asks its suppliers, where possible, to supply goods in mono-material containers (boxes, drums, bags, etc.) with optimised sizes and thickness and, so long as an alternative solution exists, to eliminate all complex materials or packaging which makes recycling impossible. PiLeJe could then study and put in place a process for recycling certain packages, rather than simply recovering their energy (e.g. as a fuel).

A strategy is being developed to reduce the number of disposable containers used during coffee or tea breaks. The actions envisaged would cut down the waste produced and would emphasise the company's commitment to sustainability issues.

ENERGY

Users are all too often unaware of how much energy is consumed by equipment and when processing electronic data (file downloads, sending emails, etc.). PiLeJe is preparing an information campaign focusing on energy efficient practices and on making users aware of alternative solutions to reduce energy consumption on a day-to-day basis.

TRANSPORT

A workshop will be set up in 2020 to inform Group employees about the impact of travelling to work on the environment. These workshops shall present and promote car-sharing solutions and alternative means of transport which are better for the environment.

ADVOCACY

All the company's employers, suppliers and subcontractors have an important role to play in implementing this policy as part of their everyday activities. The company undertakes to train and inform its employees about the right things to do to reduce their carbon footprint.

BY ADOPTING AND DEVELOPING THESE VARIOUS ACTIONS, PILEJE'S AIM IS TO MAINTAIN THE CONFIDENCE OF ITS CUSTOMERS AND SUPPLIERS AND TO SAFEGUARD THE PLANT NOT JUST FOR OURSELVES BUT ALSO FOR FUTURE GENERATIONS.