



The MANE Group is fully committed to sustainable development, driven by a long-term vision. With this in mind, MANE has structured its Corporate Social Responsibility (CSR) approach, for several years now, to find a balance between economic growth, respect for people and environmental protection.

Our contribution to the UN Sustainable Development Goals

As a signatory of the United Nations (UN) Global Compact since 2003, we also strive to contribute to the UN Sustainable Development Goals (SDGs) through our strategic management of CSR.

After carrying out a materiality assessment, we decided to structure and present our CSR commitments around 4 pillars:

2. Ensuring responsible management of our products

- Ensure product safety and compliance
- Reduce pollution and spills
- Improve the energy efficiency of our facilities and fight against climate change
- Integrate the concept of Green Chemistry into R&D
- Reduce environmental impacts during production
- Guarantee the safety and rational management of water
- Effectively manage our waste to promote the circular economy
- Preserve biodiversity and fight against deforestation

Contribution to the achievement of the following SDGs :



1. Acting and operating ethically and responsibly

- Respect Human Rights
- Ensure compliance and ethical business practices

Contribution to the achievement of the following SDG :



3. Caring for our collaborators

- Guarantee hygiene, health, safety and well-being at work
- Ensure good working conditions to improve employee engagement
- Promote diversity in the workplace and equal treatment of women and men
- Develop our employees' professional skills
- Promote our ability to attract and support talents

Contribution to the achievement of the following SDGs :



4. Promoting sustainability along our value chain

- Strengthen transparency, communication, reporting and dialogue with stakeholders
- Implement a responsible purchasing approach
- Prevent and manage ESG risks in the supply chain
- Participate in the local development of rural communities

Contribution to the achievement of the following SDGs :





Measuring our progress

To meet these challenges, we have deployed our CSR commitments through specific governance within the framework of our management systems and improvement approaches. And in order to provide an annual overview of the Group's progress made on each of its CSR commitments, we have set the following objectives for 2030 (compared to our 2018 baseline).

Our 2030 CSR objectives

1. Acting and operating ethically and responsibly

2030 OBJECTIVES



Every MANE collaborator will have signed the Group's Code of Ethics.



Every MANE collaborator will have completed the e-learning training and the quiz on the Code of Ethics.



Every MANE collaborator among the most exposed to corruption risks will have signed their specific Code of Ethics (CEO/CFO or Purchasing).



Every MANE collaborator among the most exposed to corruption risks will have completed the e-learning training and the quiz on anti-corruption.

2. Ensuring responsible management of our products

2030 OBJECTIVES



More than 90% of the Group's tonnage of products will be shipped from ISO 14001 certified manufacturing sites.



More than 90% of the Group's natural extracts and synthetic molecules will be produced with a GREEN MOTION™ rating result greater than 50/100.



MANE will send zero industrial waste to landfill.



MANE will reduce its water consumption by 20% per tonne of product, compared to 2018.



MANE will reduce its water consumption in areas facing high water stress by 25% per tonne of product, compared to 2018.



MANE will reduce its energy consumption by 25% per tonne of product, compared to 2018.



100% of the Group's electricity consumption will come from renewable sources.



MANE will reduce its scopes 1 and 2 CO₂ emissions by 57% per tonne of product, compared to 2018.



MANE will reduce its scope 3 CO₂ emissions by 38% per tonne of product, compared to 2018.



3. Caring for our collaborators

2030 OBJECTIVES



More than 90% of the Group's collaborators will benefit from at least one training session per year.



More than 90% of the Group's collaborators will benefit from an annual appraisal with his / her immediate superior.



MANE will reduce its lost time injury frequency rate by 20%, compared to 2018.



More than 50% of the Group's collaborators will work in an ISO 45001 certified manufacturing site.

4. Promoting sustainability along our value chain

2030 OBJECTIVES



More than 90% of the Group's purchases will be made from suppliers committed to a CSR policy.



More than 90% of the Group's global suppliers will be committed to a CSR policy.



More than 50% of the Group's significant suppliers will have been evaluated on their CSR by a third party.

Each year, our results are verified by a third party and published in our annual CSR Report that is publicly available at the following link: <https://www.mane.com/sustainability/csr-reports>.

Jean M. MANE

President

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