

COVERPLA
packaging parfumerie



CSR REPORT
2022



A word from the **President**

Corporate Social Responsibility (CSR) according to Coverpla

Between the health crisis that overturned our lives and a menacing climate of geopolitical instability, here we are at the beginning of a new era.

Environmental and societal preoccupations will play an unprecedented role in the transformation of economic models, called for by scientists, demanded by civilian society and favored by new regulations.

Coverpla's CSR approach is built around **five pillars** fueled by our past to sustain our present and contribute to our future.

It is punctuated by immutable requirements like economic responsibility (financial results), legislation (loyal practices), ethics (equitable and objective) and philanthropy (contribution to the greater good).

Coverpla is a small to medium size company; we have modest means, we work with humility, but we invest a lot of our energy into this, and moreover, we believe that our **CSR** approach is a great lever of innovation and competitiveness, as well as a means to bring citizens closer to the company and to live better together.

Happy reading!

Bruno DIÉPOIS

About Coverpla



Headquarters and production facility

When it was created in **1946**, Coverpla, then based in the port of Nice, was specialized in trading wine bottles.

Then, thanks to its proximity with Grasse, world capital of perfume, the company naturally developed an activity for Fragrance and Skincare packaging, integrating industrial processes in three distinct sectors: décor, injection and assembly for pumps and caps.

With its entry onto the Italian market in the 80s and 90s, the company industrialized, opening up to international markets and starting to design its own products.

In **2010**, Bruno Diépois acquired Coverpla, and in **2016**, its sister company Coverpla Inc., based in New York, was born.



by COVERPLA





In tandem with standard models being offered from our partner suppliers, we design and develop our own products (externally in partnership with the biggest European glassmakers, whose savoir-faire is recognized in the realm of perfumery bottles, and internally when it comes to caps and lids).

We accompany our customers with a global offer whose added value resides in the personalization of standard products.

Coverpla's collection of bottles and caps, **sourced exclusively in Europe** and available from stock, guarantees a unique competitive balance between quality, budget and time-to-market.

Thanks to its historic local identity, intrinsically linked to the perfumery world, Coverpla makes local manufacturing its quality pledge.

With this in mind, the company plays the proximity card throughout the supply chain. Its sourcing is performed exclusively in Europe (with the unique exception of Surlyn).

Stringent quality control is conducted on reception, during production and before delivery.

Since its creation, **nearly 80 years ago**, Coverpla has acquired extensive knowledge of all the segments of the perfumery market.



The 5 pillars of our global strategy

Coverpla's **CSR** policy is built around **5 fundamental pillars** that are fully integrated in the company's global strategy.

These 5 pillars contribute to its perennity and development. They allow it to improve its performance, capabilities and savoir-faire, all the while respecting its values.

This **CSR** approach is a project shared with each of its stakeholders & Partners.

It fixes concrete commitments based on precise indicators, unchanged for several years.

1

Sustainable
company
performance

2

Development
of a standard
and personalized
offer

3

Enhanced
differentiation

4

Commitment
to promoting
local, French
and European
industry

5

Stakeholders
& Partners
satisfaction

1

Sustainable company performance

via progression on
all markets and
strong profitability

2021

2022 in key figures

- **€22** million in turnover (+ 23% vs. 2021)
(35% France – 65% Export)
- **64** countries covered
- **620** active customers
- **34** new customers in 2022
- **2.5%** of sales invested
(in improving processes and infrastructure)





A Global Presence

From its inception, Coverpla dedicated itself to the French market, before crossing the Italian border and affirming its presence internationally.

Its first exports date back to **1988**.

In **2016**, Coverpla Inc. was born in New York.

In October **2017**, Coverpla opened an office in Turin, followed by one in Paris in **2019**.

To complete its global coverage, the company built a network of **sales agents around the world:**

South Africa, Germany, Colombia, Spain, Greece, Israel, Japan, Mexico, Paraguay, Scandinavia, Poland, Thailand, Turkey and Uruguay.



MONACO



DUBAI



International Events

After several years at a standstill due to the pandemic, Coverpla has once again ventured abroad, **participating in the following trade shows:**

Luxe Pack Los Angeles, New York and Monaco, Cosmoprof Bologna and Las Vegas, Cosmopack Singapore, Beautyworld Middle East Dubai, Packaging Première Milan, Packaging Innovation Warsaw et Paris Packaging Week (PCD).

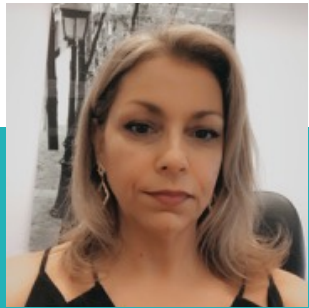
Competitiveness

To remain competitive, a company needs to ceaselessly **reinvent itself**: optimizing processes and implementing high-performance technological solutions.

As such, projects including **optimizing ERP** to be closer to customer needs or digitalized processes (both administrative and industrial when it comes to décor) have been implemented.

Additionally, precise inventory analysis (**using ABC analysis**) is realized each month in order to meet with customer expectations as closely as possible and to adjust quantities when needed.

Grouped ordering is also offered to customers to optimize transport costs and logistic carbon impact.



In their own words

Gilda MIRRA CUTRI

VP of Operation & Business Development
Coverpla Inc – USA

“Coverpla Inc. Is driven by a passion for the products and services it offers in its domain of activity, and that’s what allows it to remain strong.

We communicate our creativity to our customers, in order to inspire and guide them throughout each project.

We are lucky to be able to count on the support and motivation of our French team, a Coverpla signature.”



VÉNUS
by Coverpla



2

Development of a **standard and personalized** offer

able to respond to market needs and trends with a sustainable approach and sourcing policy

VERDI
by Coverpla
Refillable

2022 in key figures

- **16** eco-designed bottles and **6** sustainable caps offered in the catalog
- **1.44%** of turnover from eco-designed products (+30% vs. 2021)
- **9%** of turnover from personalized products
- **100%** of paper from FSC¹ certified forests or recycled sources



AMBASSADEUR
by Coverpla

¹ Forest Stewardship Council



TORRID
Cork insert



GALA
by Coverpla
Refillable



Innovation and Eco-Design

The sourcing shortages of 2022 led the company to initiate the recuperation and valorization of its production waste.

Refillable packaging is a winning solution for the environment. Coverpla is investing in this area by developing, with its pump manufacturer partners, solutions that allow mix and matching of all the caps in its catalog.

A wooden cap with a cork insert, without glue, was developed in partnership with a supplier.

Personnalization

Coverpla has made personalization a strong axis for differentiation.

Its standard models offerings allows brands to create products with a **strong identity** and a minimum investment and environmental impact.

- **Step N°1**
Brands mix and match components available or in stock (bottle, cap, pump)
- **Step N°2**
The magic of personalization stems from the various finishing techniques (colors, décor, material effects...)



In their own words

Margaux DAMILANO
Assistant
in charge of administrative
purchasing

“ In 2022, all the paper used in the company was either certified FSC or from recycled sources.

In 2023, all our purchasing will be sustainable. ”



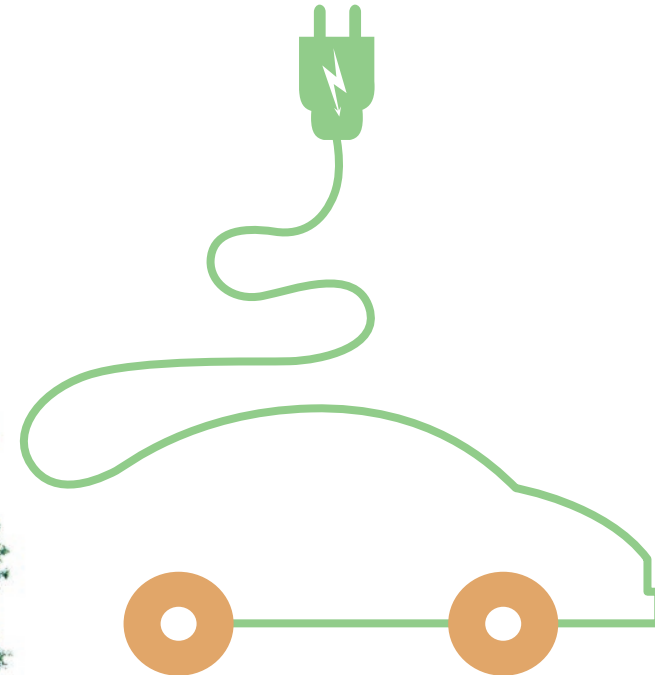
Sustainable purchasing

A sustainable purchasing charter is currently being drafted, after which it will be shared with all team members and suppliers.

For **2023**, the objectives are the following:



- Extend the company's purchasing policy by exclusively selecting functional products that are sustainable and respectful of the environment (to date, all paper used is certified **FSC** or comes from recycled sources).
- Switching all or part of the vehicle fleet to hybrid or rechargeable hybrid vehicles.



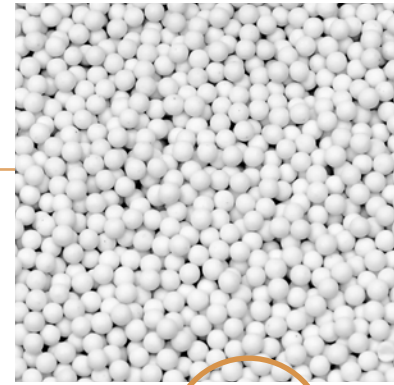
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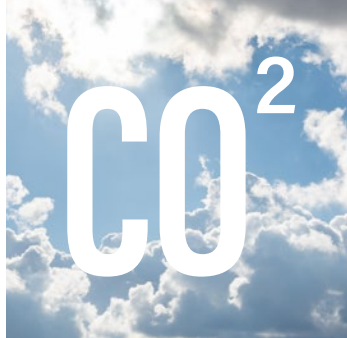
Enhanced differentiation

thanks to a manufacturing base and optimized storage and the integration of new technologies and materials. The main objective is to be **carbon neutral by 2025**

2022 in key figures

- **100%** green electricity
- **Energy efficiency:**
 - **20%** vs. 2021 kW Hour / turnover
 - + **5%** vs. 2021 kW Hour / Full-time equivalent
- **Water consumption:**
9.74 m³ / Full-time equivalent
- **Waste:**
 - **11%** vs. 2021 (670kg of waste / Full-time equivalent)
- **154.69** "ton equivalent CO₂" / Full-time equivalent
- **16%** of recycled material for injection





Stock Coverpla



Ambition: Carbon Neutral

The 2020 carbon footprint is based on **3** scopes:

- Scope 1:** direct emissions
- Scope 2:** indirect emissions linked to energy consumption
- Scope 3:** other indirect emissions

2 areas for improvement have been identified:

- Glass production
- Freight

Coverpla is working hand in hand with its glassmaker partners and its customers to reduce these emissions.

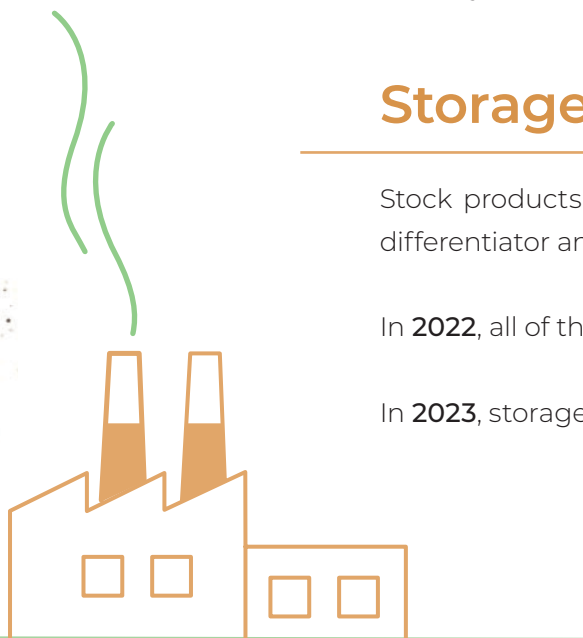
The objective remains to achieve carbon neutrality by 2025.

Storage

Stock products remain a major aspect of Coverpla's strategy, as well as a true differentiator and an added value.

In **2022**, all of the storage zones were equipped with LED lighting.

In **2023**, storage capacity will be increased.





In their own words

Sylvain GERARD

*Injection Workshop Manager
in charge of the optimization
of Surlyn recycling*

“

Since 2021 and the problems with raw-materials shortages, we have been working to recycle as much of our production waste as possible.

We have invested in equipment and we ended 2022 with 16% more recycled material as part of our production.

That's good for the planet!

Our aim for 2023 is to do even better.”



Environmental Optimization of the Processes (waste, consumption, sustainable practices, “greening” of outdoor space...)

2022 was marked by numerous developments and investments with the aim of optimizing the environmental impact of processes:

- Signature of a **100% green electricity** contract with the utility provider
- **Recycling** of injection materials
- Installation of **two new furnaces** dedicated to decor with lower energy consumption
- **“Re-lighting”** of the entire site with **LEDs**
- **Diagnosis** of atmospheric emissions undertaken by an external auditing firm (zero harmful substance emissions)
- Continued **“greening” of outdoor space** with the installation of planters at the office entrances and vegetable plants on the showroom terrace.

In 2023, Coverpla is continuing in this direction with the installation of a 100% electric injection press, the progressive eradication of enamel décor as well as the updating of its installations to respect legislation on microplastics.



4

A commitment to promoting a local, french and european industry

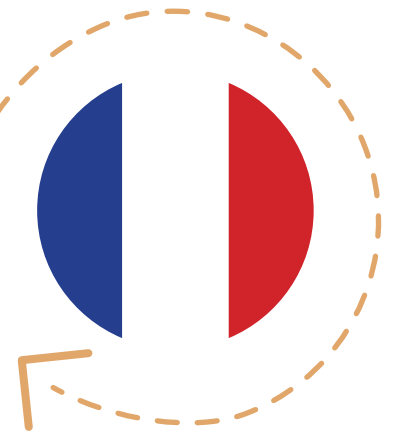
by prioritizing short production circuits

2022 in key figures

- **34%** of purchasing in France
- **63%** of purchasing in Europe
- **12** sponsoring programs



Headquarters and production facility





DAMIER by Coverpla



VERTIGO
Refillable
by Coverpla



Global presence

“Made in Europe, made in France, made in Nice!”

This motto is a historic and strategic choice on Coverpla's part, implemented many years ago; this involves **defending the renowned savoir-faire of French and European industry inherent to the major luxury houses.**

As such, all sourcing (with the exception of Surlyn) is done exclusively in France and Europe.

This strategy, beyond the above reasoning, allows Coverpla on the one hand to limit the environmental impact of transporting merchandise and on the other to offer shorter lead-times with the fastest possible time-to-market.



Philanthropic Initiatives



In their own words

Jacques FRANCE
Pro-Am des Parfumeurs

“ The Pro-Am des Parfumeurs, which brings together fragrance players from the Grasse region, will host its **24th edition on Saturday June 17, 2023.**

Coverpla has taken part in this event since 2016, participating in the development and quality of the competition in general, not only by awarding the two winning teams with eight Coverpla Trophies, but also by contributing to the prize fund, allowing professional players to participate in this golf Pro-Am competition, which is a fun, recognized format.

From a sporting perspective, the team led by Bruno Diépois under the direction of well-known professional golfer Jeff Lucquin has already distinguished itself on several occasions, and the podium is in sight for the next edition! ”

Sponsorship and charitable initiatives are key to Coverpla’s values.

In **2022**, the company supported numerous associations, trade unions and personal initiatives, including:

- La Ligue contre le Cancer (French charitable organization funding the fight against cancer)
- Unicef Ukraine support fund
- Un Toit pour les Abeilles, a network of around 100 beekeepers advocating for artisanal, local beekeeping respectful of bee populations (ongoing support for more than 10 years)
- OGC Nice women’s handball team
- The Fragrance Foundation
- UPE06 (Local business union for the Alpes Maritimes)
- Polyvia (French Federation of Plastics and Composites)
- Solidarités International: bottles donated for World Water Day
- A.F.C.: bottles, pumps and pump covers donated for the Prix François Coty
- Pro-Am des Parfumeurs (golf tournament): trophy creation + sponsoring
- SOS Enfants (children’s charity)
- Rallye de la Vésubie (automobile rally)





Stakeholder & Partner **satisfaction** (customers, partners, personnel...)

thanks to the reliability of products, quality of service and the strength of a competent, motivated team, respecting good governance principles and ethical business

2022 in key figures

- **99%** quality service rate for 37 accepted claims / 2632 invoices
- **14 years** average seniority
- **50%** women in the workforce
- **3.89%** absenteeism (-13% vs. 2021)
- **22.64%** workplace accident frequency index
- **12.67%** workplace accident frequency rate
- **11%** of employees underwent training
- **7%** junior employees
- **25%** senior employees
- **10%** gender pay gap (national average: 16%)



Coverpla buying team



Service Levels

The company has been **certified ISO 9001-2015 since November 2002**. In addition to this certification, Coverpla undergoes regular audits (quality and social) from its customers, allowing it to implement continuous improvement.

All service indicators are regularly analyzed and interpreted.

Diversity

Gender equality is at the heart of Coverpla's preoccupations. Testament to this, women represent 50% of the workforce and the gender pay gap is 6 percentage points below the national average.

Junior and senior employment levels are also monitored, as are those of people with disabilities.

Skills and Career Development

All employees receive regular training opportunities according to the company's needs, allowing each collaborator to acquire new knowledge and skills, whether related to their specific role or otherwise.

In addition, all new recruits benefit from mentoring and training allowing them to seamlessly integrate the company.



Health, Safety & Wellbeing in the Workplace

Several developments and investments were made in **2022** to contribute to better quality of life in the workplace:

- Creation of a well-equipped gym
- Sound insulation of loud manufacturing equipment
- Installation of ergonomic equipment at certain production workstations (to be expanded in 2023)
- Analysis by an independent organism of exposure to certain chemical products, confirming that personnel is subject to no such risks
- The installation of herb planters accessible to all for picking

Coverpla's gym



Progress will continue in 2023 with the complete renovation of bathrooms, changing room and the production workshop refectory.





In their own words

Amandine CATALA

Quality Coordinator
in charge of QSE



Thanks to the fantastic ISO 9001 tool, the main objective of which is customer and stakeholder satisfaction, Coverpla is able to measure every opportunity and risk in order to constantly progress.

Coverpla has put in place a Quality Management System as well as team working methods through which each collaborator plays an essential role, with the essential support of process managers.

Coverpla is going even further, initiating a health, safety and environmental approach based on risk analysis for personnel as well as opportunities for improvement for man and the environment.

The adventure is ongoing! ”

Governance & Business Ethics

It is a daily mission dear to Coverpla to ensure responsible, equitable governance that is open to all.

As such, in addition to the fundamental values of transparency, integrity, strict respect for rules and regulations in the workplace, dialog with employees and their representatives and participative management, for example, the company has identified further areas for development, including:

- Drawing up a Code of ethics that will be shared with each employee
- Communication of the sustainable purchasing policy to all suppliers
- Coverpla's potential signature of the United Nations Global Compact

In addition, the company is the subject of regular social audits (mandated by its customers), confirming its best practices.

In 2022, Coverpla joined BPI France's Coq Vert community for sustainably committed managers.





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