



FOCUS CSR 2021

Diam Bouchage is now a key player in the wine sector. We aim to offer our customers both technically perfect products and the certainty of working with a responsible and committed supplier.

Fossil fuels now account for 75% of all human activity flows. But their supply is decreasing for purely geological reasons: we have exceeded the production peaks of the world's reserves (oil, gas, coal, etc.)! The constraint effect on production means and tools will therefore only increase in the years to come.

The cork oak forest that provides the main raw material for Diam corks is a valuable carbon sink. However, this does not absolve us of our collective duty to reduce our environmental footprint.

Preserving our plant resources (cork, the ecosystem in which bees live that provides wax, the production of plant seeds for the oil used in polymers), reinforcing the collective effort of our teams to create and implement solutions aimed at reducing the environmental footprint of our range of closures by more than half (Scope 1 and 2 of the GRI, Global Reporting Initiative), are therefore an absolute priority for the Closure Division. It has given itself the means to achieve this within 5 years.

The success of our environmental and social approach depends on the well-being of our employees and on constructive relationships with the regions where our production sites are located.

Developing an entrepreneurial culture that encourages innovation in our processes and products is a key priority.

Dominique Tourneix
Chief Executive Officer



Passionate about the art and culture of wine, aware of the urgency of environmental and societal challenges, and convinced that enlightened innovation must serve the common good, we want to use our know-how and strengths to serve the sustainable development of the wine sector. We innovate to perpetuate the great history of wine.

REASON FOR BEING

OUR STRATEGIC PRIORITIES

Culture and know-how

Promote an open and contributive corporate culture.
Recruit employees with complementary skills.

Resources and environment

Minimise our environmental impact.
Preserve cork oak forests.

High value-added products and services

Develop innovations to meet new consumer expectations.

Sustainable Development Goals (SDGs) have been set by the United Nations with the aim of ending poverty, protecting the planet and ensuring prosperity for men and women by 2030. Diam Bouchage has selected 8 of the 17 SDGs as key objectives to structure its future commitments and action plans.



The indicators and data presented are from the Oeneo Group's non-financial report. 2020 figures for all our Diam Bouchage sites.

WE CARE ABOUT OUR PEOPLE

OUR SOCIAL COMMITMENTS



1 TESTIMONIAL



"This strengthens the commitment of our teams"

Alain Cano

Safety Manager, Circular Economy

"Over the years, we have implemented a number of actions that we felt were essential at our production sites, such as reducing manual handling and improving working conditions for the well-being and safety of our employees. In our CSR approach, the question of working relations and conditions is a major issue. We want to go one step further by creating a real company culture by emphasising individual safety behaviour, where everyone respects and is involved in the smooth running of the company!"

2 OUR PILLARS



SECURING THE WORKING ENVIRONMENT



ATTRACTING AND RETAINING TALENT



SUSTAINABILITY

3 KEY FIGURES

87%
PERMANENT CONTRACTS

13%
EMPLOYEE TURNOVER

2017 
M/F EQUALITY AGREEMENT RE-SIGNED IN 2021

35%
MANAGEMENT POSITIONS FILLED BY WOMEN

4000
HOURS OF TUTORING PROVIDED IN WORKSHOPS IN FRANCE IN 2020

298k€
AMOUNT DEDICATED TO TRAINING

4 ACTIONS AND GOOD PRACTICES

8 Listening
A first Social Barometer was set up in 2020 in order to better understand employees' perceptions and expectations and to measure changes in the social climate in the years to come. This approach aims to develop actions based on collective expression in order to improve the health and well-being of our employees. 95% of respondents said they were proud to work for Diam Bouchage and 88% found their activities varied and interesting.

4 Promoting training
In addition to our existing tutoring approach since 2018, the company has created Campus Diam. This internal training scheme enables employees to get to know the company and its know-how better by focusing on the transmission of talent. Campus Diam promotes the sharing of experience and the creation of synergies between departments, by offering cross-training courses such as: "Who are our customers?" "Corks and permeability", "Finance for all", etc.

8 Supporting our teams
To prevent psychosocial risks related to stress and isolation during confinement, we conducted three social climate surveys related to covid. To maintain the link, regular calls from HR to the remote teams and a pop-up newsletter were organised. A telework agreement has been signed in France to allow employees to work remotely under good conditions.

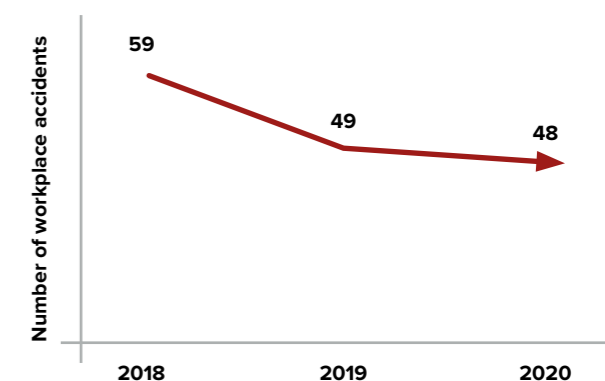
The actions implemented by Diam Bouchage correspond to SDGs 4 and 8.

5 INDICATORS

The safety of our employees comes first

The safety of our employees has been formalised in a "Quality - Safety - Environment" policy. Also, safety awareness assessments have been conducted at each of our sites. The division is leading a major project on this central issue, aimed at achieving excellence in terms of safety and harmonising our practices from one site to another.

TOTAL NUMBER OF WORKPLACE ACCIDENTS FROM 2018 TO 2020



OBJECTIVES

Safety Leadership training for Managers

100%

Reduction in the total number of workplace accidents, from 2020 to the end of 2023

50%

WE CARE ABOUT OUR PLANET

OUR ENVIRONMENTAL COMMITMENTS

1 TESTIMONIAL



"Preserving our resources is no longer an option"

Caroline Forgues
CSR Manager

"We have long been committed to the environment and are now firmly engaged towards energy transition, to the great pride of our employees! Reducing our direct greenhouse gas emissions by half means participating at our own level in the international objectives to combat climate change, but it also means preparing for a world where energy will be increasingly scarce and expensive: environmental performance will be combined with economic performance as an essential parameter for sustaining an industrial activity."

2 OUR PILLARS



CONTROLLING OUR ENERGY CONSUMPTION AND GHG EMISSIONS



MAKE THE BEST USE OF OUR CORK BY-PRODUCTS AND WASTE



CONTROLLING INDUSTRIAL RISKS



DESIGNING MORE ENVIRONMENTALLY FRIENDLY PRODUCTS

3 KEY FIGURES

69,256

TEQCO2 EMPREINTE CARBONE 2019

48

LITRES OF WATER CONSUMED PER 1000 CORKS

-27%

AMOUNT OF WASTE PRODUCED VS. 2018

88%

WASTE RECYCLING RATE

35%

GROWTH OF THE 'ORIGINE BY DIAM' BIOSOURCED RANGE BETWEEN 2019 AND 2020

2016

YEAR OF THE FIRST LIFE CYCLE ASSESSMENT OF OUR MAIN CORKS

4 ACTIONS AND GOOD PRACTICES

13 Structuring our actions

Since 2007, Diam Bouchage has pursued a policy compatible with environmental protection, pollution prevention and the reduction of resource consumption. To go further, the Céret site in France and the San Vicente de Alcántara site in Spain completed deployment of their Environmental Management System (EMS) in 2020, and passed their ISO 14001 certification in 2021.

7 Controlling our energy consumption

In 2021, an ambitious project was carried out at the Céret site to recover excess heat from compressors to be used for heating the premises and water. The expected gain represents approximately 3% of the site's annual electricity consumption. It should also be noted that since 2019, all the electricity used on our Spanish site comes from renewable energy sources (solar, hydro and wind).

12 Recycle our cork by-products

Numerous actions have been deployed for recycling paper, cardboard, big bags and pallets, sorting common waste, etc. 100% of the cork we buy is used to manufacture our closures or recycled into co-products for other cork-consuming industries. For example, the cork dust produced at the Spanish and Portuguese sites is recycled as energy in the biomass boilers on site or sold to external boilers.

12 Recycling our customers' corks

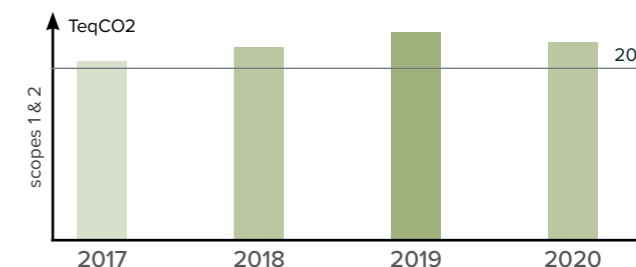
Since 2019, Diam Bouchage has been a partner of the Champagne trade association (CIVC) and also of Epsyvin for the collection and recycling of used corks in the Champagne-Ardenne region. In 2020, we provided our customers in the Champagne region with collection points for corks. These are then grouped together at our Cumières site before being sent to a recycling centre. A similar initiative was also set up in Gironde in partnership with Agir Cancer Gironde, in 2021.

The actions implemented by Diam Bouchage correspond to SDGs 7, 12 and 13.

5 INDICATORS

An ambitious carbon trajectory

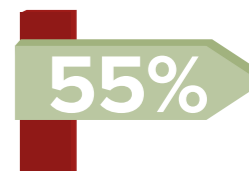
Emissions directly linked to the company's activity (scopes 1 & 2) are under control despite a strong increase in our cork sales.



Since 2017, the carbon impact per cork has been stable at around 10geqCo2.

OBJECTIVE

Carbon footprint reduction on scopes 1 and 2 by 2025



As part of the SBTI's W2DS trajectory, Diam Bouchage is committed to reducing its carbon footprint by 55% on scopes 1 and 2 by 2025, while controlling indirect emissions on scope 3.

This commitment will take the form of energy management actions (reduction of gas consumption for heating needs in particular) and the installation of renewable energy production facilities on our industrial sites.

[READ OUR FOREST FOCUS](#)

THE FOREST AT THE HEART OF OUR SUSTAINABLE ECONOMY

1 PROTECT 15

Participate in the maintenance of our forests
For the past ten years, Diam Bouchage has been contributing financially to the clearing and maintenance of abandoned plots of land to avoid the risk of fire and enabling exploitation of cork oak forests. We are also committed to the training of professional harvesters to ensure a harvest that respects the tree and its ecosystem. In partnership with forestry professionals, Diam Bouchage organises training courses in mechanised cork collection with the Coveless tool, allowing quality work while reducing the arduousness of the task.



“Act as quickly as possible”

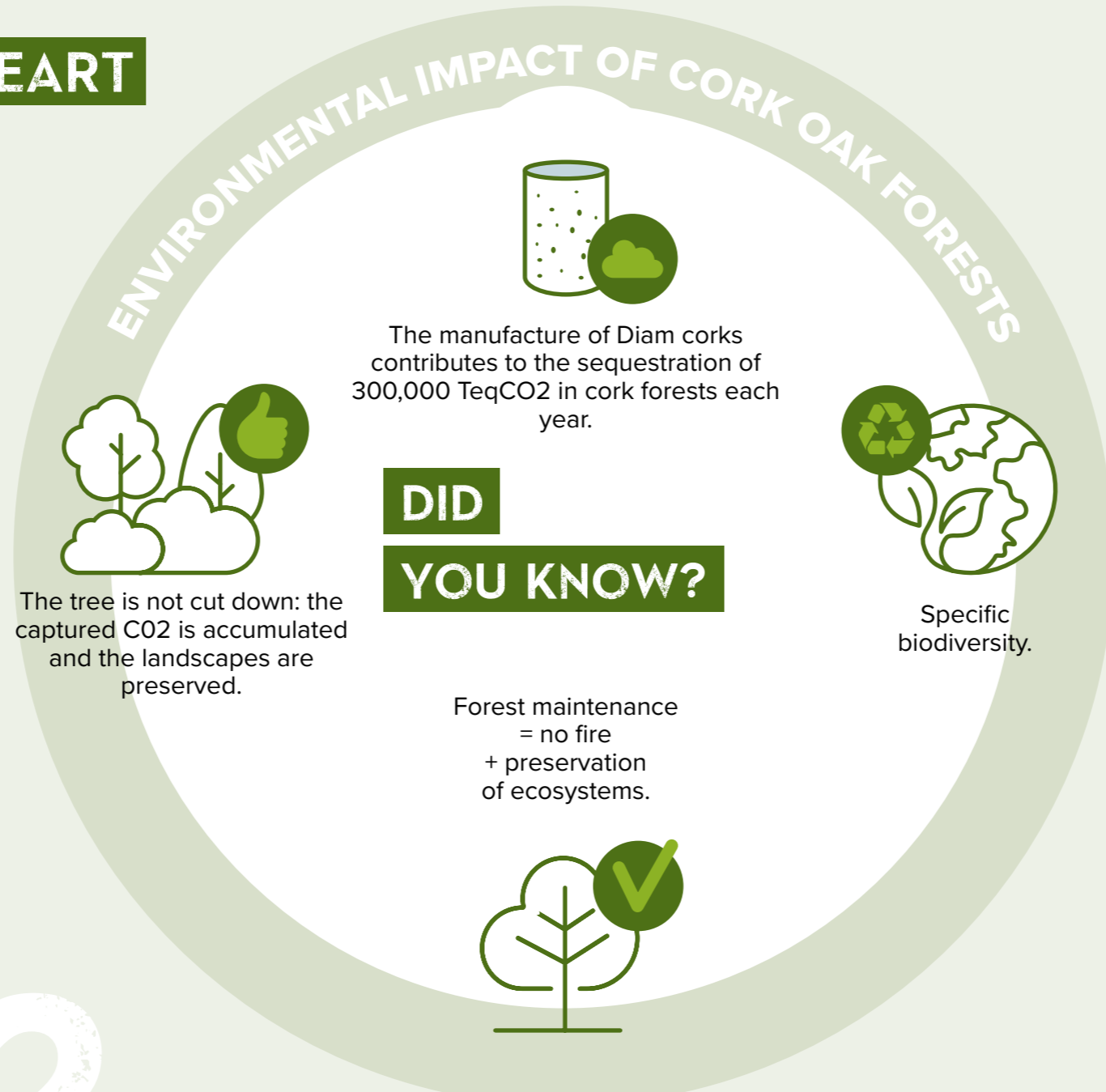
Fabien Nguyen
Cork Purchasing Manager

"Cork oak forests represent particularly fragile ecosystems that are increasingly being impacted by a gradual abandonment of exploitation. By engaging Diam Bouchage as a stakeholder in the preservation of this ecosystem, we are protecting access to this raw material and preserving it in the long term. Our challenge is to succeed in federating all the local actors in a common strategic approach to the revival of the suberaies (cork oak forests). This is a real commitment to a responsible purchasing policy!"

2 REVITALIZE 15

Planting trees to rejuvenate our cork oak forests
In 2020, Diam Bouchage financed the replanting of 3,252 cork oaks as part of the "1 million trees planted by 2021" regional programme in Provence-Alpes-Côte d'Azur (PACA). The financial support for this operation is spread over 5 years with the company investing 40% in the first 2 years (40% for the PACA region and 20% for the owner) and then 80% over the following 3 years. For this action, 4 areas have been targeted: La Londe-les-Maures, Hyères, Vidauban and Ramatuelle. This plantation is mainly involved in the fight against climate change and in the re-

generation of the ageing cork oak forests of the Var, in particular by providing a genetic mix that is beneficial for their preservation. This planting approach is now a permanent part of our CSR policy to support the local industry. In 2021, following the dramatic fires that took place in Provence, a choice was made to focus on severely degraded areas (recently burnt or attacked) in order to revitalise the dying plots and encourage a rapid reconstitution of the forest ecosystem.



3 VALUE

The success story of Diam's French corks
By purchasing its raw material at favourable prices, Diam Bouchage ensures the sustainability of the cork industry thanks to an economic, viable and rewarding outlet. Today more than 40 million Diam corks sourced in France have been sold! As a member of the board of directors of the Institut Méditerranéen du Liège, we have also been very involved in the revival of the French cork industry since 2012. Diam Bouchage is involved in the coordination of circular economy projects via a national action plan and ambitious objectives, both for the reactivation of abandoned forests and the development of a sector of current and future interest.



DISCOVER THE VIRTUOUS CIRCLE OF OUR ACTIONS PICTURES!

The actions implemented by Diam Bouchage corresponds to SDG 15.

WE CARE ABOUT OUR SOCIETY

OUR SOCIAL COMMITMENTS



1 TESTIMONIAL



"We are just beginning"

Magali Spurling

Human Resources Director

"CSR policies address crucial issues for the future of organisations. If we want to preserve our jobs, but even more so the future of generations to come, we need to reinvent the way we use resources and produce. The actions implemented often have a very positive impact on employee motivation, I would say that it is a factor that strengthens the support of the teams and forges a positive and respectable company culture."

2 OUR PILLARS



ENSURING THE FOOD SAFETY OF PRODUCTS



ACTING WITH INTEGRITY



FOSTERING AN OPEN AND CONTRIBUTIVE CORPORATE CULTURE

3 KEY FIGURES

100%
FOOD SAFETY CERTIFIED PRODUCTION SITES

416k€

FOOD SAFETY BUDGET = 0.23% OF TURNOVER

95

EMPLOYEES WHO HAVE TAKEN ANTI-CORRUPTION TRAINING

0

INCIDENTS OF DISCRIMINATION AT WORK

103k€

AMOUNT SUBCONTRACTED TO SHELTERED OR ADAPTED COMPANIES

96k€

AMOUNT COMMITTED TO CHARITY, SPONSORSHIP AND PATRONAGE

4 ACTIONS AND GOOD PRACTICES

3 Food security a priority
Diam Bouchage's Quality, Food Safety, Environment and Health & Safety (QFSE) policy is based on continuous improvement of our various production sites. Our French and Spanish sites have been FSSC 22000 certified since 2015. Our Portuguese site was upgraded from ISO 22000 to FSSC 22000 certification in 2021.

8 Commitment to the integration of young people
As a partner of the association "Nos Quartiers ont du Talent, pour l'égalité des chances" (Our Neighbourhoods have Talent, for equal opportunities) for several years, Diam Bouchage has been monitoring young graduates from modest social backgrounds in order to provide them with the necessary assistance for their integration into the professional world.

As part of this partnership, the company sponsors young people to help them in their job search. Diam Bouchage is also a founding member and donor of the SupAgro (Montpellier) and UPVD (Perpignan) foundations and participates in programmes to finance scholarships for students in difficulty and/or international students.

17 Being a good corporate citizen
During the health crisis of 2020, Diam Bouchage set up various charitable actions. Gloves, gowns and gowns were donated to the Perpignan University Hospital, the Covid Centre in Céret and the Regional Health Agency (ARS). In San Vicente de Alcántara, the group financed the purchase of €28,000 of medical equipment for the local health centre.

The actions implemented by Diam Bouchage correspond to SDGs 3, 8 and 17.

5 OUR PARTNERS



OUR LABELS



Diam Bouchage was awarded the ECOVADIS Silver Medal in 2019, renewed in 2021. Ecovadis is one of the world's most demanding business sustainability and Corporate Social Responsibility (CSR) rating agencies. Its method provides an evaluation of the quality of integration of CSR into a company's management system through its policies, actions implemented and results.



Diam Bouchage has held ISO 14001 certification at its French and Spanish production sites since 2021. The Portuguese site will be audited in 2022. ISO 14001 is the environmental management standard. It provides guarantees for the control of environmental impacts in the company.



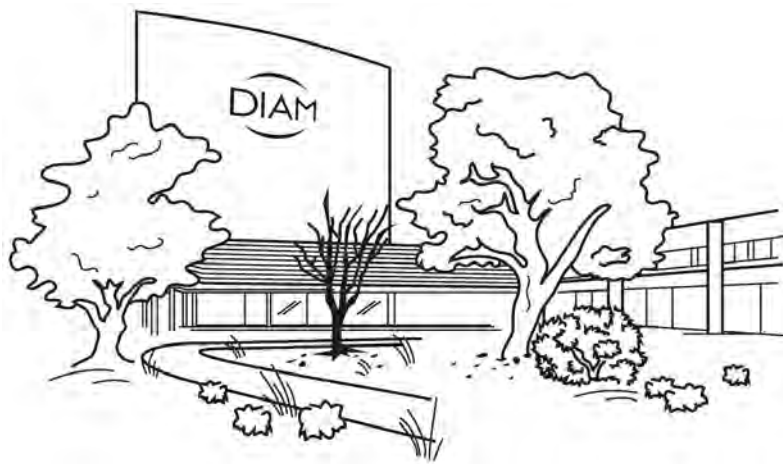
After having been ISO 22000 certified since 2008, Diam Bouchage obtained FSC 22000 certification for its French and Spanish sites in 2015, and then for all its production sites in 2021. FSC 22000 is a globally recognised standard for auditing, monitoring and certification of all food products to assure food safety. This system is based on both ISO 22000 and ISO TS 22002-4 and integrates additional requirements specific to FSC 22000.



All the closures in the Origine by Diam organic-sourced range have been awarded 4-star OK-Biobased certification, which independently assesses the percentage of renewable raw materials, awarding 1 to 4 stars to the products assessed.



All Diam Bouchage production sites have been FSC® certified since 2014. Established in 1993, the FSC (Forest Stewardship Council®) is an international label that guarantees that the wood used complies with sustainable forest management procedures. The company therefore offers corks with the "FSC cork" option at the request of its customers.



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