



CSR REPORT

UNI PEX

**2020 INDICATORS AND
2021 OBJECTIVES**

A committed specialty distributor

Present since 1968 in the specialty distribution market, Unipex has been a forerunner in corporate social responsibility in its sector. After the creation of a full-time CSR/sustainable development manager position in its teams in 2015, today's societal issues have gradually become part of the company's vision and strategy to the point of becoming part of the company's DNA. We want to be recognized by our partners for our commitment to environmental, social and ethical issues.

The company's activity, which is mainly commercial, is based on two sites: the head office located in the La Défense district of Paris and the storage site located in Saint-Ouen-l'Aumône. These different sites are home to the entire staff, i.e. a team of 75 people dedicated, among other things, to sales, logistics and sustainable development. The CSR team is currently composed of two full-time employees.





THE ENVIRONMENT

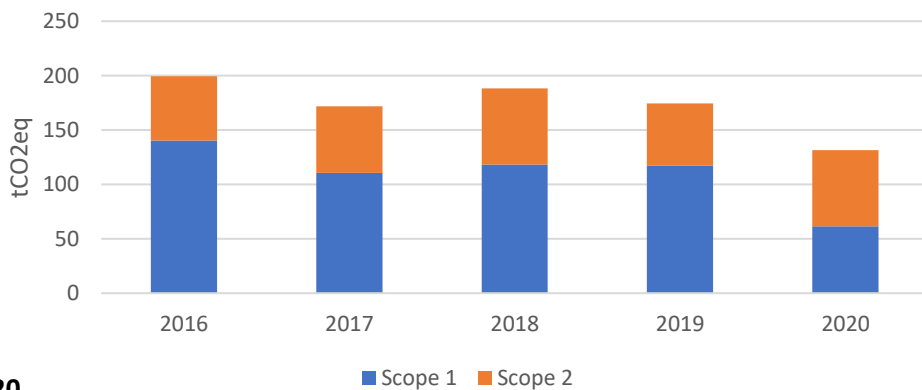
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Environmental KPIs 2020

Carbon emission : Scope 1 & 2

Fuel for cars is the only source of fossil energy directly consumed by Unipex's activities. The combustion of this fossil resource represent an significant part of the direct environmental footprint of the company (scope 1). Being free of production lines, electric and gas consumption are only due to the lightning, heating, and operating of the daily devices in the offices and the storage center.

Scope 1 & 2 emissions from 2016 to 2020.



Actions 2020

After changing the warehouse lighting to low-consumption LED devices in 2019 and cleaning the unit heaters, we carried out several actions and reflections in 2020. At the end of the 2020 year, consideration was given to changing our gas supplier in order to supply our storage center with renewable gas. This renewable gas is obtained from the digestion of organic farm waste. The contract will be effective at the beginning of 2021.

During this reporting years, the transition from the thermal vehicle fleet to new electric or hybrids car have been discussed thought the writing of Unipex new mobility charter. This charter also guide our collaborators toward the use of the train rather than their car during the business trips.

Comments:

The COVID crisis does not enable us to identify the impacts of the actions implemented. The huge majority of the visits to our clients have been cancelled for sanitary stakes

Ongoing actions :

- Optimising the use of commercial cars by favouring the use of the train when it is possible and when the travel is faster on rail.
- Gradual change of our vehicle fleet to hybrid or 100% electric cars depending on our employees and their situation.

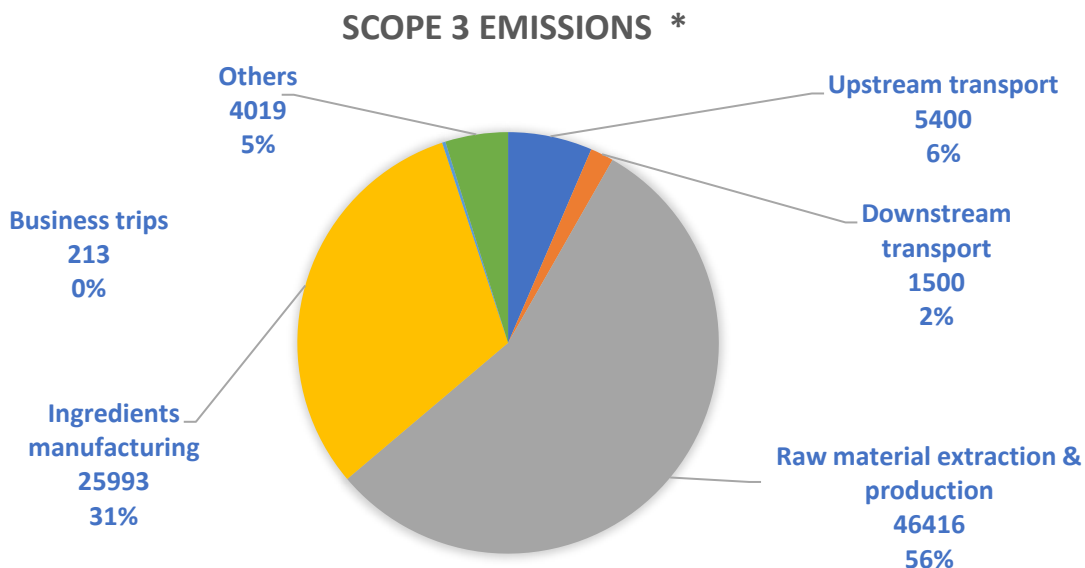
Quantitatives objectif for 2021 :

Unipex commits to reducing by 20 % the scope 1 & 2 emissions by the end of 2021.

Environmental KPIs 2020

Scope 3 emissions

Unipex Scope 3 mainly contains the emissions linked to our ingredients and the transports. The scope was calculated in 2019 and illustrate the emissions from the raw material extractions, the ingredient transformation and the transports in our supply chain.



Actions 2020:

The scope 3 is complex and, so far, not very accurate. Most of the emissions in our supply chain comes from the raw material extraction, production and transport. The carbon LCA tool of Unipex will allow the company to have a better understanding and more precise data in the scope 3.

Objectives 2021

The tool ACV (LCA) by Unipex is currently being built by the CSR team. The aim is to have a fully operational tool by the end of 2021.

You will be able to find this tool within the **Unipex Sustainability box**.

In addition, a CSR performance assessment of our transporters and an internal discussion group are working on finding ways to have a more sustainable transport offer.

Environmental KPIs 2020

GHG emissions:

Emissions directly associated with Unipex's activity can be summarized as fuel combustion caused by business travel by company car (Scope 1) and energy consumption for lighting and air conditioning in the premises (Scope 2). These emissions are available in the table below in tons of CO2 equivalent.

	2016	2017	2018	2019	2020
Scope 1 (tCO2eq)	140	111	118	117	62
Direct emissions from stationary combustion	0	0	0	0	0
Direct emissions from mobile combustion sources	140	111	118	117	62
Direct emissions from processes (excluding energy)	0	0	0	0	0
Direct fugitive emissions	0	0	0	0	0
Scope 2 (tCO2eq)	59	61	70	57	70
Indirect emissions from purchased electricity	2	2	3	3	2
Indirect emissions from purchased steam, heat and cooling	57	59	67	54	68
Total (tCO2eq)	200	172	188	174	132

Performance Target 2021:

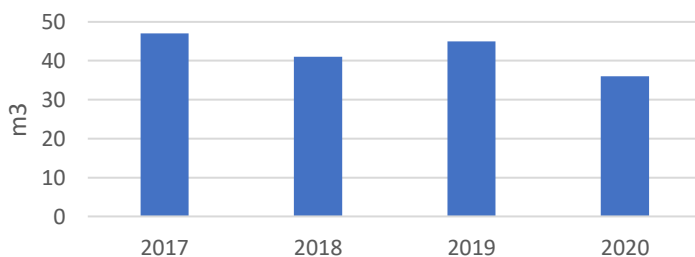
Unipex is committed to reducing its CO2 emissions from scopes 1 & 2 by 20% by the end of 2021.

Water consumption

The water consumption due to the direct activity of the company comes mainly from the use of the sanitary facilities by our employees and the cleaning operations of the storage site. It comes from the public network.

As Unipex does not have any production activity and given the low and stable consumption of water generated by the activity, it has chosen not to implement measures to influence this consumption. By way of comparison, the water consumption of the storage site is about three times less than that of a four-person household (150m3/year).

Water consumption (m3)



Environmental KPIs 2020

Responsible ingredients offer



The year 2019 was an opportunity for Unipex to start a diagnosis of its ingredients with a particular interest in natural materials according to ISO16128 as well as biodegradability and eco-toxicity criteria. During the preliminary stage, 200 materials from the cosmetics department were studied. Among these materials, the ones with the best characteristics were identified in order to offer our customers a more responsible range of ingredients. All materials that could pose a risk to consumers or to our clients' employees were systematically removed from the list of responsible ingredients.

Offre d'ingrédients responsables

BIODÉGRADABILITÉ

Matières ayant un taux de biodégradabilité supérieur à 80% en 28 jours selon la méthode OCDE

Fournisseurs	Produits	Fournisseurs	Produits	Fournisseurs	Produits
AAK	Akogen™	ALDEIA	Algenol™ RCG 2881	EBC	Euroquid HC47 VG
	Lipex Baseoil C™		Algenol™ RCG 4241		Arbucol™ R-50
	Lipex Lemo™		Algenol™ RCG 5301		Hydracel™ TGL
	Lipex Proact™		Algenol™ RCG 8351		Kelco-Care™ Ditan gum
	Lipex SheaCare™		Algenol™ SCG 2081		Hydracel™ TGL
	Lipex SheaLight™		Sonagel™ VCO 301	NIPPON FINE CHEMICAL	Insulin-SC
	Lipex SheaLiquid™ TB		Sonagel™ VCO 371		Aurafirm N
	Lipex SheaSoft™ TB		Miel d'Acacia BIO		Aurafirm P
	Lipex Shear™		Miel de Châtaigne BIO		Aurafirm S
	Ajodan™ N6-50N	API - MOULIN	Miel de Montagne BIO		Auroflor
	AK CD2046P		Miel d'Acacia		Oat BioBeads
	Amibrow™ LL		Miel de Châtaigne		Oat CDM ORG
	Amibrow™ GCL 124*		Miel de Tilleul		Oat Lipid E
	Amibrow™ GCL 11		Miel de Tournesol		Oat Sil
	Amibrow™ GCL 124*		Bergamote FG Olive	SHARADU	Propol™ ELB-W
	Amibrow™ GCL 12		Bergamote FT 1		Propol™ RS-C
	Amibrow™ VCS-220		Bergamote 400		Sisterna™ L70-C
	Amibrow™ LS-11	BERG + SCHARDT	Bergamote Sun 10		Sisterna™ L70-C
	Amibrow™ MS-11		Bergamote Sun 75		Sisterna™ L70-C
	Elbow™ PS-2038		Bergamote Sun 75H		Sucre Blanc n°1
	Elbow™ SL 265		Bergamote Sun 90		Sucre Pure Canne
			Bergamote Sun 90H		Mi Blanc Bio

ÉCOTOXICITÉ

Matières non classées selon les réglementations CLP
Matières ayant des indices EC50 et/ou NOEC et/ou LC50 > 100mg/l

Fournisseurs	Produits	Fournisseurs	Produits	Fournisseurs	Produits
AAK	Akogen™	BERG + SCHARDT	Bergamote 400	EBC	Arbucol™ R-50
	Lipex Baseoil C™		D.S.M.C N6		Glucom™ E-20
	Lipex Lemo™		Algenol™ SC		Kelco-Care™ Ditan gum
	Lipex Proact™		Epilomadiol		Sensider™ C1-50
	Lipex SheaCare™	EKSYNOL	Hydroxypropylane 6	NIPPON FINE CHEMICAL	Insulin-SC
	Lipex SheaLight™		Cafestolane 5		Aurafirm N
	Lipex SheaLiquid™ TB		DSB C 5P		Aurafirm P
	Lipex SheaSoft™ TB		AIS-TIO-9-NR30		Aurafirm S
	Lipex Shear™		BNO-NR2		Auroflor
	Lipex SMF™		BNO-NR2	OAT	Oat BioBeads
	Ajodan™ N6-50N	KOBRO	BPO-NR3		Oat CDM ORG
	AK CD2046P		Kobolub 100 Natural		Oat Lipid E
	Elbow™ PS-2038		MSD-500W		Oat Sil
	Miel d'Acacia BIO		ODSIVR	SISTERNA	Sisterna™ L70-C
	Miel de Châtaigne BIO		ODSIVR		Sucre Blanc n°1
	Miel de Montagne BIO		ODSIVR		Sucre Pure Canne
	Miel d'Acacia		ODSIVR		Mi Blanc Bio
	Miel de Châtaigne		ODSIVR		
	Miel de Tilleul		ODSIVR		
	Miel de Tournesol		ODSIVR		

Environmental KPIs 2020

Transportation and supply chain:



In 2020, studies on emissions related to the transportation of goods were conducted in collaboration with our major clients in the cosmetics sector. Thus, certain strategic products were the subject of pilot projects for life cycle analysis. Following these studies, areas for improvement leading to more sustainable transport were identified. Various proposals were presented to our partners, including rail transport and goods consolidation solutions.

Objectives 2021

Following the success of the pilot projects, Unipex's ambition is to generalize the transport carbon footprint studies to the pharmaceutical, food and chemical industries. Lifecycle analyses may also be performed on other products in order to identify emission reduction levers.

Finally, tests will have to be carried out to verify the feasibility of rail transport for products from China or Japan.

Objectives 2025

Unipex wishes to offer its customers a sustainable transport alternative for the most important materials. This alternative will be based on rail transport or on the use of more ecological transport vehicles (running on natural gas of organic origin, electricity...). The offer of carbon offsetting for transport will also be part of the alternatives.

Environmental KPIs 2020

Our suppliers and their commitments

An evaluation of the CSR performance of suppliers was carried out in order to establish an inventory.

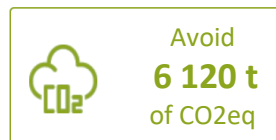
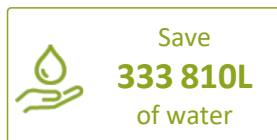
Result 2019

Four of our top 20 suppliers were identified as not having an established CSR policy. To date, 87% of the company's revenue out of the 99% studied comes from products from suppliers that have either signed the Unipex code of conduct or have their own code of conduct deemed sufficient. In 2019, 1 supplier has been identified at risk.

2020 goal: 0 suppliers at risk

Waste:

Since 2014, Unipex's head office has used the services of Cedre, a company specialized in office waste management. This waste paper, electronic equipment and ink cartridges are then recycled or recovered. According to Cèdre, a total of 11.6 tons of waste have been collected and used to:



The Saint-Ouen-l'Aumône storage site mainly produces household waste, pallets, cardboard and plastic film from the transport and storage activity.

Local pollution:

The risk of local pollution in the warehouse is extremely low. This is because the stored products are not open, which greatly minimizes the risk of spills and soil pollution. In addition, a soil sealing system reduces the risk of potential leaks into the soil and groundwater. The CSR audit conducted in 2019 gives a similar conclusion on the likelihood of local pollution.



SOCIAL & ETHICAL

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Social & Ethical KPIs 2020

KEY ISSUES:

Equality between men and women:

The majority of Unipex employees are women, who represented 75% of the workforce in 2018, 74% in 2019 and 75% in 2020. The table below summarizes Unipex's Egapro index for 2018, 2019 and 2020 as well as details of equal pay within the company.

KPIs	2018	2019	2020	Variation (n/n-1)
Proportion of women	75 %	74%	75%	++1%
Remuneration gap	5,04%	10,16%	6,09%	+3,23 %
Score EgaPro (/100)	94	82	92	+12

Description

The difference in the variable part of salaries can be explained by the disparities in performance between departments, coupled with the unequal distribution of employees in these departments. In addition, the small size of the company prevents statistically significant comparisons for the socio-professional categories of Employee and Supervisor. Thus, only 52% of the total workforce is included in this study, which leads to bias due to the small sample size.

Objectives 2021 :

Maintain the index above 75%.

Social & Ethical KPIs 2020

Absenteeism

The absenteeism rate is one of the main indicators of employee well-being at work and deserves to be closely monitored. In France, the average absenteeism rate found in 2018 was 5.1% with an average for women of 5.73%.

	2018	2019	2020
Disease (j)	466	469	404
Accident at work (j)	4	7	17
Total (j)	470	476	421
Base period (j)	16332	16981	175202
Absenteeism	2,9 %	2,8 %	2,4 %

2021 Performance Goal:

Unipex wants to maintain its absenteeism rate below the national average of 5%.

Work-life balance

The policy of a 37-hour working week compensated by 12 days of RTT per year, as well as the implementation of a flexible working hours and telecommuting system, allows everyone to harmonize their professional and private life. In case of exceptional working hours leading to an overrun of the fixed rate, our employees have the possibility to compensate for 4 hours by taking Friday afternoon off.

Training rate

KPIs	2018	2019	2020
Average training time (h) per employee	13,02	9,33	8,4

The rate of employee training experiences a significant decrease between the years 2018 and 2019.

Action 2020:

The COVID crises did not allow the company to achieve the training rate targeted. Internal training were prioritized in 2020 but a significant bounce back is expected in 2021.

In 2020, considering the internal training, 4,5 hours of training, in average, per person regarding the global workforce.

Social & Ethical KPIs 2020

Commitments or actions taken to prevent or reduce discrimination issues

Unipex's core values include "unfailing ethics". Thus, the selection process of candidates, formalized by a procedure, obviously excludes all criteria of discrimination based on race, religion, nationality, sex, age and others. Only professional criteria related to the position to be filled are taken into account. These measures are duly respected and the mix of all employees reflects this fact.

Employee health and safety

The health and safety of our employees is one of the company's main concerns. Both at the storage site and at the head office, risks for employees are present and must be controlled. The frequency and severity of work-related incidents have decreased considerably over the past three years but a single event increased the severity rate in 2020 :

	2017	2018	2019	2020
Events	0	1	1	1
Days off	0	5	0	30
Total theoretical working hours	117467	114324	117847	122640
Frequency of accidents	0,00	8,75	8,49	8,15
Gravity Rate	0,00	0,04	0,00	0,24

The goal of 0 accident has not been met in 2020. An accident occurred in the Headquarter leading to a gravity rate of 0,25. In case of accidents like this, the source is analysed by the board in connection with the employee committee. The aim of this meeting is to implement corrective actions if needed. Preventive actions in identified dangerous zones are also conducted.

Health and safety of our customers

Some of the products distributed by the company are identified as being at risk for the environment or for health (CLP regulation). In order to minimize the risks of incidents during their handling by our customers, these ingredients have been identified and categorized. The precautionary measures to be taken during handling or in the event of an accident, although communicated via the safety data sheets, have also been recalled in a document available to our customers.

Child labor, forced labor and human trafficking.

In order to be able to react quickly and minimize the impact of such practices, a whistleblower procedure has been created. This procedure, applicable to all our stakeholders, ensures a single path, the confidentiality of the whistleblower and an assurance of non-reprisal.

Social & Ethical KPIs 2020

Information security

The security of information held by Unipex about its business and stakeholders is an important economic and ethical issue. In order to minimize the risks of theft and loss, a charter was implemented in 2005 and updated in 2020 to guide our employees in the best practices for using their IT tools. A technical audit of the system was also carried out to identify potential weaknesses. Our employees' passwords are renewed every two months to minimize the risk of intrusion.

Ethical KPIs:

To date, no case of unethical conduct has been reported to the company. Moreover, Unipex has never been suspected of any unethical, information security or corruption-related practices.



Unipex is a company committed to corporate social responsibility and has the ambition to anchor these issues and problems more intrinsically in its DNA. The company's strategy, currently undergoing transformation, should be updated in 2021 with a real rethinking of the place of CSR in society.

In the meantime, projects are still underway with our partners and others are expected to come to fruition. Unipex and its employees want to be a force of proposal and leaders on the subjects of responsible consumption and sustainable transport.

