

# CSR REPORT | 2023



**PINETTE PEI**  
ENGINEERING & MACHINERY



- 1 MESSAGE FROM THE GROUP'S CHAIRMAN** .....3
- 2 ABOUT US** .....4
- 3 OUR MARKETS** .....8
- 4 PINETTE PEI: LEADER IN THERMOPLASTIC PROCESSES** .....9
- 5 OUR CSR APPROACH** .....11
- 6 KEY EVENTS 2023** .....40
- 7 TABLE OF INDICATORS** .....48
- 8 ROAD MAP 2023-2025** .....51

**About this report**

*This report gives a concise overview of our Group, our activities, our CSR strategy and our contribution to sustainable development goals. The scope of activity is France. This document and the information herein contained are the property of the PINETTE PEI Group. Please visit our website <https://pinetteemidecau.eu/fr/> if you need more information on the elements presented in this report.*

## 1 MESSAGE FROM THE GROUP'S CHAIRMAN



**Jérôme Hubert**  
Président du Groupe PINETTE PEI

Dear Group colleagues, Partners, Shareholders, Local Actors and Stakeholders.

With a deep sense of responsibility and pride, I present you the **PINETTE PEI's** Corporate Social Responsibility report for the 2023 financial year. The **PINETTE PEI's** achievements in 2023 confirm its position as a leading player in its sector, and are thanks to our customers, partners and teams.

2023 has been a year marked by significant financial and extra-financial performance at the Group level. By contrast, the cessation of subsidies, conflicts and inflation caused decisions to be postponed, in particular during the second half of the year. Growth sectors were defence, agriculture, R&D and a recovery in the aeronautical sector. There was also a clear recovery in international markets, notably with some impressive projects in Asia and the USA.

In a world where expectations are even more demanding, **PINETTE PEI** has always put the satisfaction of its customers and the quality of service we offer them at the heart of its priorities. A new organisational structure has been established with two Deputy Managers to meet the expectations of all our stakeholders in a more effective way.

But 2023 has also been a very special year for **PINETTE PEI**. It has marked its 160 years of existence and the 60th anniversary of the emblematic **PINETTE PEI** brand. For all these years, **PINETTE PEI's** commitment has remained constant, gradually but surely progressing over time.

For **PINETTE PEI**, 2023 has once again been a very special year, as it has obtained the Ecovadis Gold label, placing it in the top 5% of the most virtuous companies in its sector. This was made possible by a new CSR strategy introduced 2 years ago. It combines the best of human beings and technology to enable us to develop and to support our customers and our teams towards a better world. This recognition reflects the **PINETTE PEI's** unwavering commitment to social responsibility. Furthermore, we have renewed our commitment to the United Nations Global Compact and we strongly support the 10 principles, in particular with regard to respect for the human rights, the international labour standards, the protection of the environment and the fight against corruption. We are convinced that these fundamental principles are a guide to our actions and reinforce our responsibility towards the environment in which we evolve.

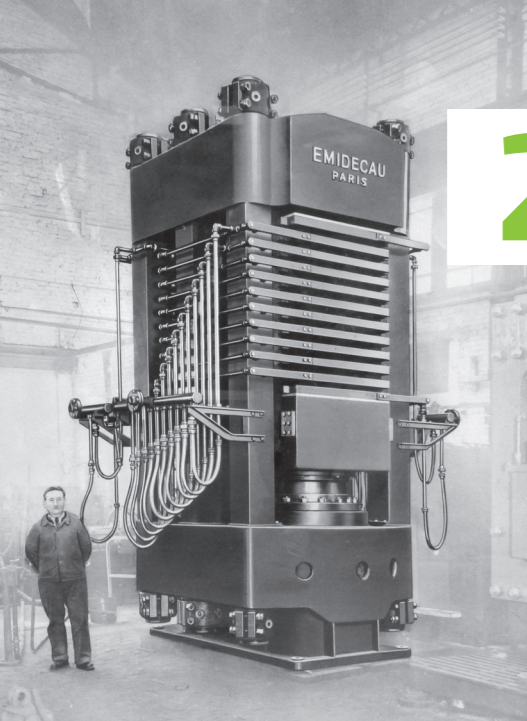
Therefore, I invite you to carefully read through this second CSR report and to work with us in this process of progress and responsibility.

Together, I am convinced that we can achieve great things.

*Jérôme Hubert*

**" Today, PINETTE PEI is a proactive player in its sector, tackling the key challenges of its industry and actively working to build a more sustainable future "**

Jérôme HUBERT



## 2 ABOUT US



A Group created in France, with two other European industrial sites and a global footprint

Founded in **Chalon-sur-Saône (France) in 1863**, our company is specialised in industrial engineering, production and control solutions. From its beginnings, it has built its business around the manufacture and repair of industrial machinery. By giving a second life to machines, the company was already tackling the planet's environmental and resources issues. A century and a half later, that vision remains intact. Today, we are one of the European industrial leaders, with a strong industrial base in France, Germany and Italy, offering our customers cutting-edge industrial production and control solutions.

### Our motivations

**PINETTE PEI**, a European technology partner, guarantees that its customers' industrial processes are one step ahead.

**PINETTE PEI** is developing its relationships in the long term and is committed to a sustainable approach.

### Our values

Our values are our best representation. They govern our way of working and collaborating with all our stakeholders. They have been established by all of our staff and form an integral part of our Group's corporate culture.

**164**  
Colleagues from  
all over the world



#### Expertise

- Excelling in our areas of expertise.
- Mastering processes to meet our customers' needs.
- Acquiring, developing, sharing and passing on knowledge.

#### Flexibility

- Being responsive to customers' requests.
- Being ingenious in our solutions.

#### Cooperation

- Understanding expectations and working together.
- Helping each other to succeed.
- Listening to and respecting each other.

#### Creativity

- Being attentive to industry trends and new uses.
- Anticipating technological changes.
- Proposing innovative and sustainable solutions.

#### Tenacity

- Having a sense of commitment and job well done.
- Remaining confident in all circumstances.

### Our equipment range



Forming press



Assembly machines



Test bench

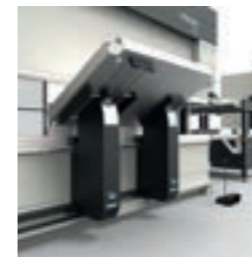


Robotic and automation

JEAN PERROT



Robotised folding and shearing cells  
Electric and hydraulic press brakes | Shears | 4.0 Solution



### Our associated services



#### Technical support and equipment maintenance

- Hotline and maintenance contracts
- Replacement parts
- Retrofit and upgrades
- Performance audit and optimisation services



#### Training and R&D services for customers' processes

- Training (machine maintenance and numerical controls)
- Test and production centre and R&D department
- Resources and processes



#### Industry 4.0

- Virtual reality for optimised design
- MYPINETTE: production cockpit
- Vision pack: remote maintenance
- Virtual reality for immersive training



# 2.1 OUR RESOURCES AND ADVANTAGES

## Human capital



**PINETTE PEI** relies on the skills and talents of its colleagues, whose diversity reflects the Group's expertise. The Group also has agents and representatives in all the countries in which it operates.

## Financial capital



Assets, financings from French and European financial institutions.

## Ecosystem



Dialogue with our internal and external stakeholders: shareholders, government supervisory authorities, public authorities, employment areas (local authorities, education systems, organisations, customer/supplier business partners, innovation ecosystem).

## Industrial capital



An installed equipment fleet and customer service platforms as part of the maintenance and retrofit activities for our customers' machine.

## Intellectual capital and expertise



**An active R&D (10% of turnover):** patents, Soleau envelopes.

### Collaborative programmes:

- ECHOS 2: Evolution of Composites & Technologies on Aerostructure
- HAICOPAS: Highly Automated Integrated Composites for Performing Adaptable Structures
- SPECTRA: Static Welding of Thermoplastic Composites for the Aeronautical sector

### Strategic partnerships with:

- Companies and Major Groups,
- Universities and Academies,
- Local actors,
- Start-ups,
- Wide network of partners from all over the world.

## Our skills



### R&D

- Tailor-made
- Collaborative
- Innovation



### Industrialisation

- Machining
- Welding



### Engineering

- Mechanical engineering
- Hydraulic engineering
- Fluid mechanics
- Thermal engineering
- Electrical engineering
- Automation
- Supervision
- Robotics
- 4.0



### Integration system

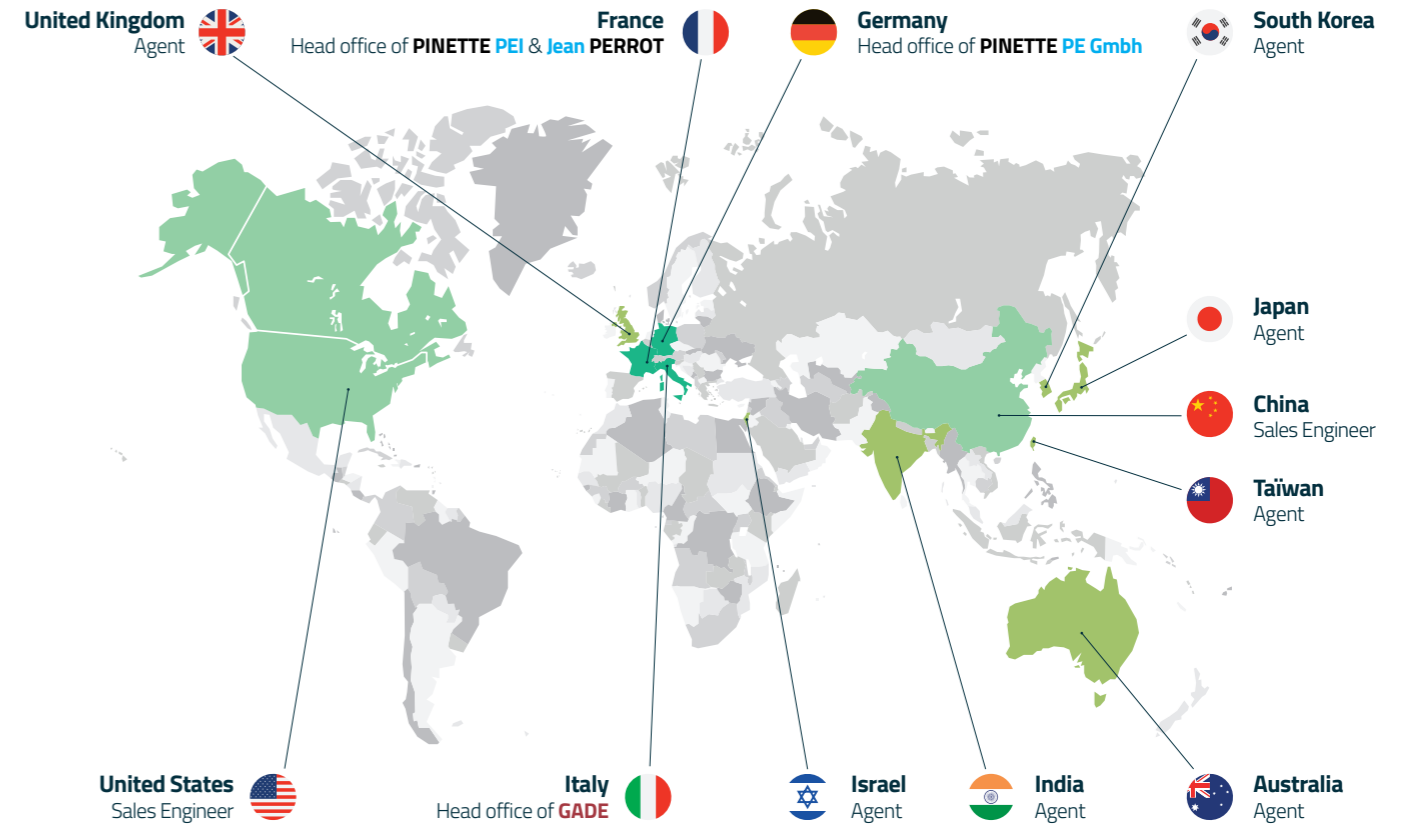
- Supply chain
- Engineering project
- Complete plant



### Simulation

- Mechanical simulation
- Thermal simulation
- Fluid mechanics

## Our worldwide presence: 70% export



## Visibility



# 3 OUR MARKETS

## A multi-sector industrial Group

Whatever your business sector, **PINETTE PEI's** technologies will pave the way to a new era of responsible and sustainable manufacturing and production.

We offer our expertise and know-how to a number of industries.



## Ils nous font confiance



## FOCUS ON OUR KEY MARKETS



**AEROSPACE**

### Promoting exchanges between populations and make travels greener

One of the major challenges of the aeronautical industry is reducing its carbon footprint. Our machines are used to produce composite parts for aircraft and helicopters for major manufacturers and equipment suppliers. Our solutions perfectly meet the need to lighten materials. They help to reduce the weight of aircraft, thereby reducing fuel consumption and making parts more sustainable.



**DEFENCE**

### Developing personal safety and preserving democracy

With our innovative manufacturing solutions for body armour inserts, shields and armour plates (civil and military applications), we offer our customers in this market a new level of capability and a head start to ensure defence and a safer world. In defence, our creed is "We don't make just anything for just anybody".



**LAND MOBILITY & AGRICULTURE**

### Promoting the future mobility and sustainable agriculture

The issue of mobility is crucial for building the world of tomorrow. Our innovative solutions enable the **automotive** and **rail** industries to anticipate and adapt to these changes.

We also develop innovative solutions for the **agricultural** sector. Thanks to our machines designed for farmers, we support them in their role of feeding the world of today and tomorrow, with the least possible impact on the environment.

# 4 PINETTE PEI: LEADER IN THERMOPLASTIC PROCESSES

Our Group is a specialist in equipment for the production of parts based on the use of a range of fibres and resins. We operate on numerous innovation and R&D projects.

Our know-how combines all the current technologies required to produce **thermoplastic composite parts** on an industrial scale. Our technologies will meet your needs with regard to accuracy, precision, quality, sustainability and eco-responsibility.



PEEK, PEKK, PPS, PEI, PVDF, PA 6, PA 66, PA 11, PPET, PC, POM, PP, PE, PVC thermoplastic resins. Semi-products, pre-consolidates blanks, unidirectional tape, prepreg, felt.

## ADVANTAGES OF THERMOPLASTIC PRODUCTS

Thermoplastic composites have many advantages compared to thermoset composites.

### MATERIAL PROPERTIES



- **Lightness:** Low density, reducing the weight of manufactured products and thus saving energy.
- **Ease of moulding:** Thermoplastic materials can be melted and remoulded multiple times, yet without losing any of their strength.
- **Resistance and performance:** High resistance to impacts, fluids, heat and corrosion, making them suitable for a use in extreme environments. Thermoplastic materials have a superior adhesion for gluing: no riveting or drilling needed.

### ENVIRONMENTAL OPPORTUNITY



- **Recyclability:** Thermoplastic materials can be recycled easily by melting. There is a possibility of local repairs.
- **Storage:** Impregnated tissues no longer require refrigeration and have no expiry date.

### LOW PRODUCTION COSTS AND HIGH VOLUMES



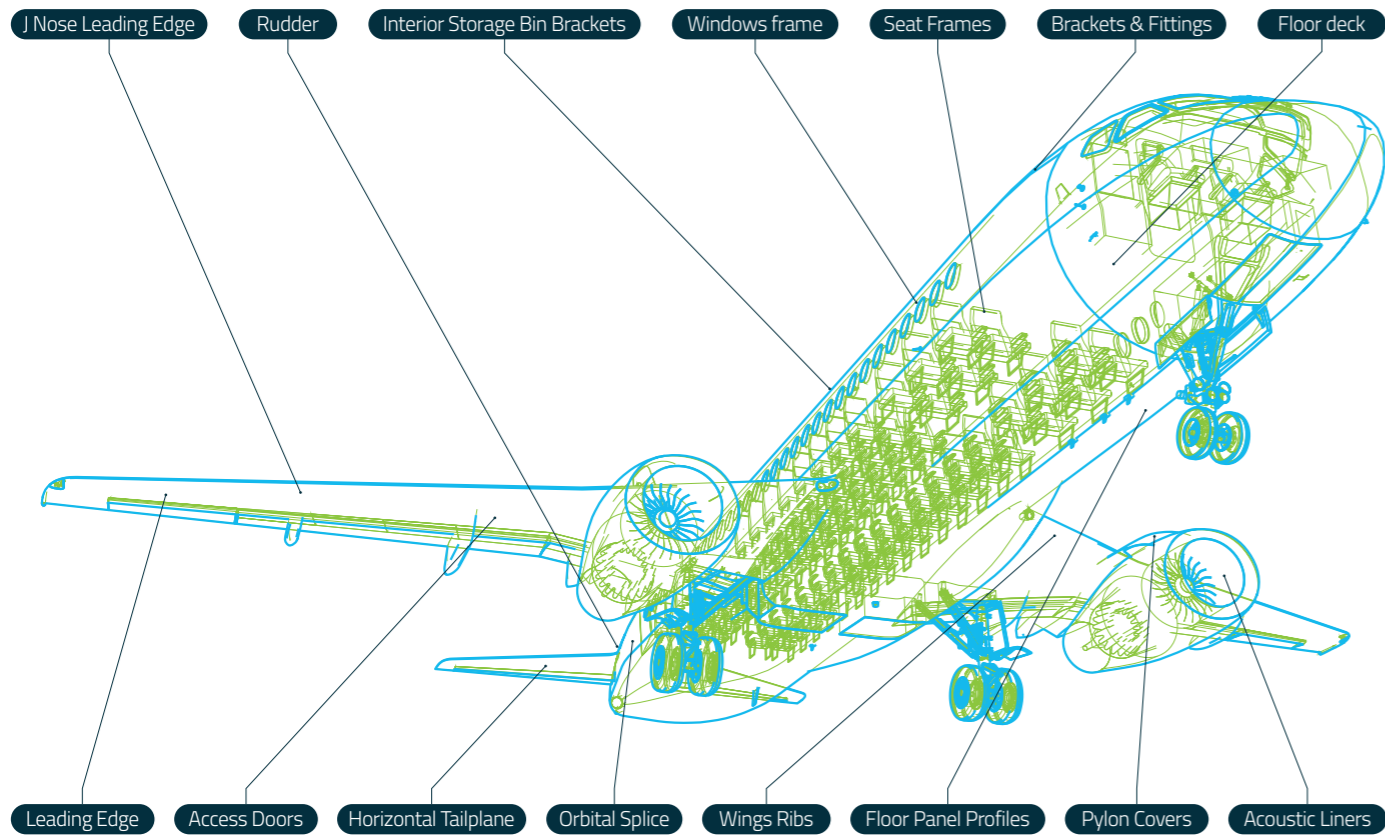
- **Reduced production time:** Possibility to produce parts in large quantities, quickly and at a lower cost (15 min vs 6 to 8h for thermosets).
- **Processes:** Reduced production stages.

# Thermoplastics: an opportunity for aeronautical and space industrie

Aeronautical and space sectors are particularly demanding solutions for lightening materials. That is the reason why **PINETTE PEI** continues to invest in the development of new technologies for the transformation of thermoplastics (welding, stamping, over-moulding, consolidation).

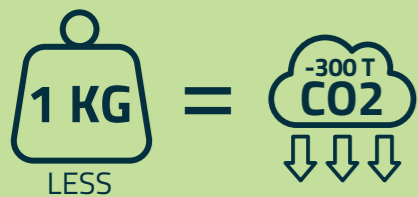
In addition, **PINETTE PEI** is constantly investing in its colleagues' training and development, thus guaranteeing a skilled and competent labour force to meet customers' needs.

## Thermoplastics in the aeronautical sector



### DID YOU KNOW THAT

On a medium-haul aircraft such as **A320**, a **1 kg** reduction in mass can save up to **300 tonnes of CO2 emissions** over the lifetime of the aircraft.



Which is equivalent to:



in carbon tax



100 000 L

of kerosene



120 ROUND TRIPS

Paris/New York

Source: Customer project (confidential)

# 5 OUR CSR APPROACH

In 2022, **PINETTE PEI** has initiated a new phase in its corporate social responsibility. A new CSR strategy has been established: **PINETTE PEI** impact. It is divided into 3 main areas of commitment and into 12 priority issues to become a leader in the industry of the future. These issues are either common priorities for the stakeholders, or CSR issues whose performance, perceived by stakeholders, needs to be strengthened or enhanced with regard to the company's strategic ambitions.

These two structuring steps enable to start a new chapter in order to reinforce the **PINETTE PEI**'s CSR strategy. As a key part of this approach, **PINETTE PEI** undertakes to publish a CSR report each year. **PINETTE PEI** is not subject to the obligation to publish a Declaration of extra-financial performance (DPEF). We have decided to report transparently on our CSR policies and actions.

## CSR ISSUES AND RISKS ASSOCIATED

The risks associated with the CSR issues result from the major risks matrix, updated each year. In the road map, the action plan related to each issue will contribute to reduce the scope of the residual risks for **PINETTE PEI**.

CSR ISSUES	MAJOR RISKS FOR PINETTE PEI
Integration of CSR issues into the company's strategy and project	<ul style="list-style-type: none"> <li>Attractiveness of the Group</li> <li>Support from the colleagues for strategy and values</li> </ul>
Governance transparency and responsibility, dialogue and participation	<ul style="list-style-type: none"> <li>Support from the colleagues for strategy and values</li> <li>Consideration of the Stakeholders' expectations (colleagues, customers, suppliers, etc...)</li> </ul>
Deontology and business ethics, including data security and IT uses	<ul style="list-style-type: none"> <li>Brand and employer brand reputation</li> <li>Selection and management of suppliers, subcontractors and customers</li> <li>Data protection</li> </ul>
Customer satisfaction	<ul style="list-style-type: none"> <li>Customer relationship management</li> </ul>
Integration of CSR into the offer	<ul style="list-style-type: none"> <li>Business opportunities</li> <li>Significant initial investment</li> <li>Complexity of development/market acceptance</li> </ul>
Skills development and career management	<ul style="list-style-type: none"> <li>Attractiveness of the Group and its subsidiaries</li> <li>Relevant response to team aspirations</li> </ul>
Quality of life at work	<ul style="list-style-type: none"> <li>Change management with regard to the evolution of professional activities</li> <li>Loss of competitiveness</li> <li>Profitability</li> </ul>
Payment and value sharing	<ul style="list-style-type: none"> <li>Loss of competitiveness</li> <li>Profitability</li> </ul>
Digital sobriety, responsible resources management and GHG emission reductions	<ul style="list-style-type: none"> <li>Impact on financial performance</li> <li>Customer reluctance</li> </ul>
Territorial anchoring and local economic development	<ul style="list-style-type: none"> <li>Consideration of the Stakeholders' expectations (colleagues, customers, suppliers, etc...)</li> </ul>

## OUR CSR STRATEGY: PINETTE PEI IMPACT

3 commitment areas,  
12 issues to become a European leader in the industry of the future

### PINETTE PEI FOR A SUSTAINABLE ECOSYSTEM

Promoting/developing a **sustainable activity ecosystem** based on **innovation** and **responsibility**

- Promoting strong and useful governance,
- Using technology for a safer world,
- Creating innovative and sustainable industrial products and services,
- Respecting business ethics and fight against corruption.



### PINETTE PEI FOR THE PEOPLE

Improving our colleagues' **health, well-being** and **fulfilment** in their work and beyond

- Reinforcing social practices: OHS and QWL,
- Developing talents and skills,
- Fighting against any form of discrimination,
- Respecting human rights and commitments in the territories in which we are located.



### PINETTE PEI FOR THE PLANET

Limiting the **negative impacts on the environment** by adopting a two-pronged approach: **at home** and in our **value chain**

- Reducing the Group's carbon footprint,
- Maintaining CSR at the heart of the R&D activities,
- Developing environmentally responsible products and services: Lightening/Retrofit/Re-use,
- Managing our waste virtuously in the territories in which we are located.

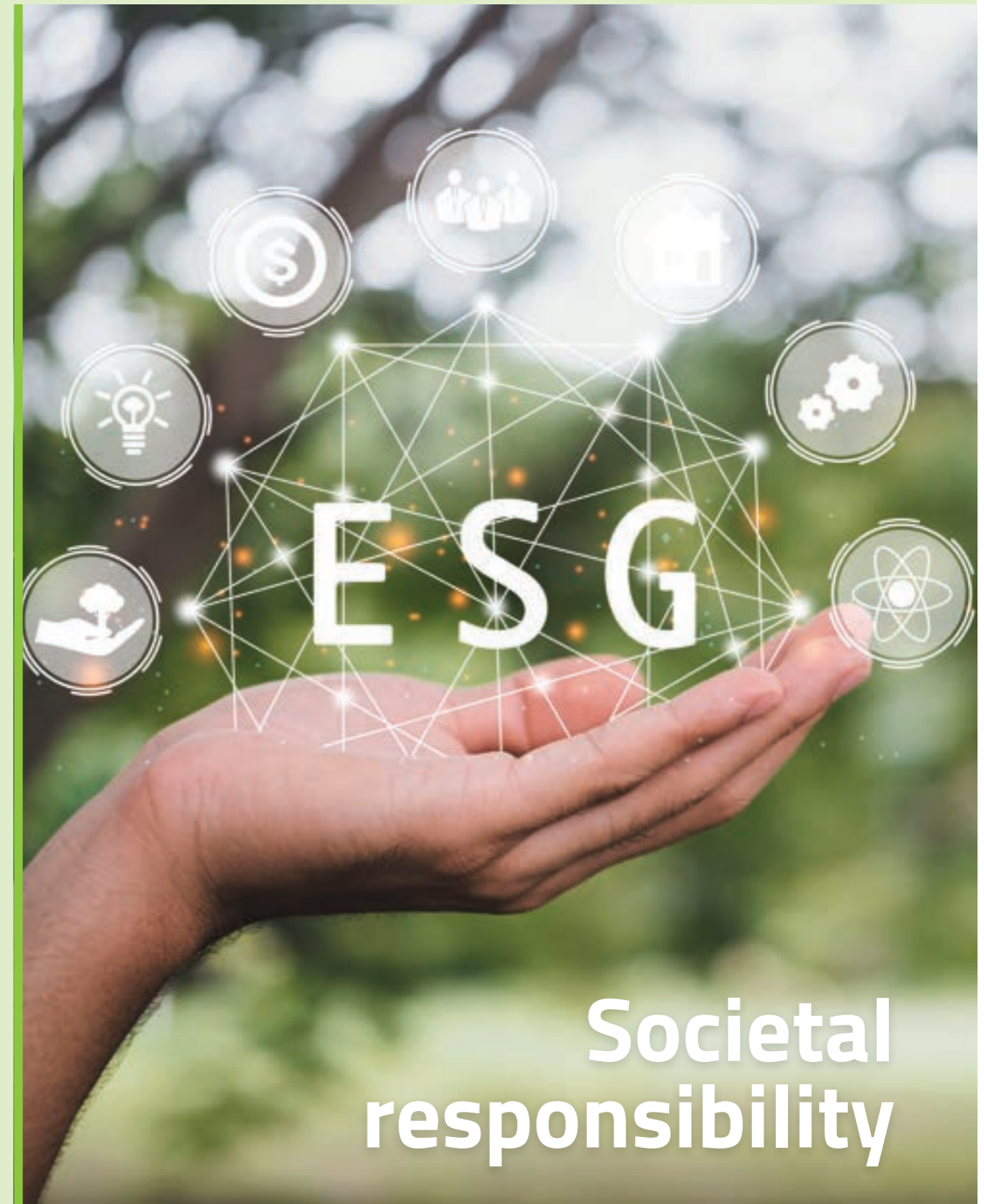


### UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS: OUR COMMITMENT

**PINETTE PEI** supports the United Nations Sustainable Development Goals (SDG), that represent a series of 17 global goals established in 2015 by the United Nations General Assembly. On the basis of our assessment of materiality, we have focused on 8 SDG that we consider to have a significant impact and where we are aiming to make a positive contribution. These goals commit the Management and all our stakeholders to assume their responsibility regarding sustainability. Throughout this report, we will share our achievements in order to illustrate our Group's global commitment to a responsible management of our business.



## OUR CSR PERFORMANCE



Societal  
responsibility

# EXPLORE THE FUTURE

## AREA 1 DEVELOPING A SUSTAINABLE ACTIVITY ECOSYSTEM

### PINETTE PEI for a sustainable ecosystem

Promoting/developing a **sustainable activity ecosystem** based on **innovation** and **responsibility**

- Promoting strong and useful governance,
- Using technology for a safer world,
- Creating innovative and sustainable industrial products and services,
- Respecting business ethics and fight against corruption.



### Promoting a strong and useful governance

#### GOVERNANCE AT THE HEART OF OUR CSR STRATEGY

Today, transparency in the management of organisations is both a social necessity and an ethical guarantee for decision-making, at the same time as serving as a means of protecting the interests of the different parties involved in economic affairs. Corporate governance is now just as important as financial performance. In this approach, it is essential to maintain honest relations with stakeholders, by responding openly to their concerns. Our goal is to incorporate the principles of corporate social responsibility into the daily management of our business.

At **PINETTE PEI**, we are convinced that a strong corporate governance, starting with our MANAGEMENT COMMITTEE, is an advantage for our company. We conduct our business openly, honestly and ethically, under the careful supervision of the Management Committee. We give as much importance to our results as to the manner in which we achieve them. More than anything, we recognise that our performance will not only be better, but also more sustainable if it is achieved appropriately.

At **PINETTE PEI**, we are certain that a robust corporate governance generates a sustainable and long-term value for all stakeholders.

In accordance with the CSR strategy, **PINETTE PEI** has adopted a corporate governance model focused on a culture of integrity aimed at ensuring conformity and prudent management of operational risks. Demonstrating responsibility and respect towards the colleagues and all the stakeholders, by actively listening to their concerns and responding to them is a key aspect of the company.

### LIFE COMMITTEE

Created two years ago, the **Life Committee** has become a true institution at **PINETTE PEI**. The creation of this Committee has been a major step forward in our governance and our commitment for the ongoing dialogue and the well-being of colleagues. Composed of members from different departments, this Committee embodies our collective desire to promote a safe and healthy work environment.

Known and appreciated from the colleagues, the Life Committee combines the varied expertise of each member. Every month, the Committee meets to initiate innovative projects aimed at improve the quality of work life (QWL) and the occupational health and safety (OHS).

By encouraging discussion between employees and with the Management Committee, the **Life Committee** creates a space where ideas and experiences can be exchanged. This enables a holistic approach to the development of QWL (Quality of Work Life) and OHS (Occupational Health and Safety) projects. This approach reflects our constant desire to adapt our practices to ensure a fulfilling work environment, where safety and well-being are key.

### Members of the Life Committee



Noël JEANNOT



Yaovi TOSSOUVI



Océane MONNOT



Clémence BOULICAUT



Julie LACROIX



Maxime BAUDRAS



Alexandre MATHIEU



Yannick VERNAY

### Our CSR governance model

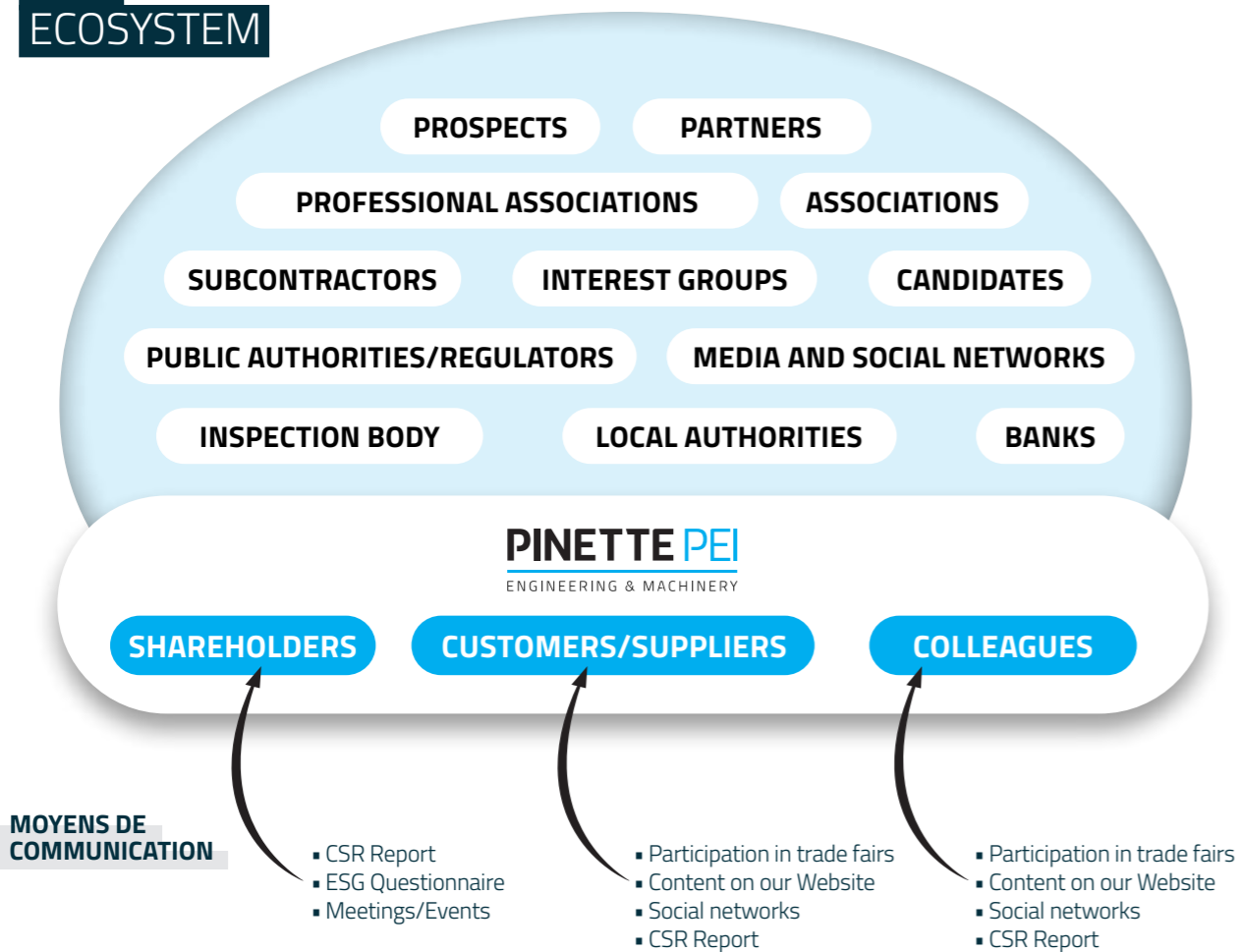
Organs	Management	CSR Manager	Life Committee
Members (name and function)	Group's Chairman Jérôme HUBERT	CSR Manager Yaovi Dodji TOSSOUVI	<ul style="list-style-type: none"> <li>▪ = 8/10 people</li> <li>▪ ≠ professions represented: HR, quality, marketing, paint, production, purchasing</li> <li>▪ ≠ responsibility levels: managers, machine operators...</li> </ul>
Role of each organ	<ul style="list-style-type: none"> <li>▪ Stimulates</li> <li>▪ Guides</li> <li>▪ Validates</li> <li>▪ Enhances...</li> </ul>	<ul style="list-style-type: none"> <li>▪ Coordinates</li> <li>▪ Leads</li> <li>▪ Accompanies</li> <li>▪ Informs</li> <li>▪ Involves...</li> </ul>	<ul style="list-style-type: none"> <li>▪ Co-constructs</li> <li>▪ Brings a transverse view</li> <li>▪ Provides feedbacks on good practices</li> <li>▪ Is an ambassador of the approach...</li> </ul>

## Dialogue with our Stakeholders

**PINETTE PEI** develops relationships with all its stakeholders within its ecosystem. Since 2022, **PINETTE PEI** undertook to publish a CSR report in order to transparently explain its activities.

By openly sharing its successes, challenges and ambitions, **PINETTE PEI** builds trust with its stakeholders and contributes to a more sustainable and prosperous future. Our CSR Report is not just a document, is the reflection of our vision of a responsible company with a strong commitment to making a better world for everyone.

### OUR ECOSYSTEM



## Respecting business ethics and fight corruption

### LEGAL CONFORMITY AND TRACEABILITY OF OUR CONTACTS

**PINETTE PEI** conducts its business in an honest manner and in accordance with the law. Whether in terms of our offer or the selection of our partners, our practices are in compliance with the French law concerning the prevention of corruption and the transparency of economic life and public procedures (Sapin laws I and II), as well as international export control regulations which aim to protect the national security of democratic states and combat misappropriation and proliferation. In addition, our practices in the defence market, are in accordance with the OECD's guiding principles for multinational companies, especially with regard to fighting corruption, solicitation of bribes and other types of extortion, which currently constitute the most complete tool available on corporate responsibility on this subject.

### FIGHT AGAINST CORRUPTION AND INFLUENCE PEDDLING

We apply a transparent process to prevent and detect any corruption, fraud, money laundering and influence peddling in all our operations. These are the rules described in our "Code of business conduct and ethics". This code is included in our Social and Environmental Responsibility Charter, given to each of our colleagues. Depending on their role, responsibilities or geographical area, some colleagues are required to sign a personal commitment certifying compliance with these rules. In its current form, this document specifies the rights and obligations of colleagues and stakeholders in relation to ethics, and guarantees conformity with regulations.

### ALERT SYSTEM

An alert system has also been set up. This is the following email address: [Ethics@pinetteemidecau.com](mailto:Ethics@pinetteemidecau.com), communicated to all our colleagues but also to our external stakeholders. This is used to collect all the information reported, which is then processed by an Ethics Committee established within the company.

### THIRD PARTY CONTROL SYSTEM

Our measures for assessing third parties include the verification of references, and can include conformity audits, performance assessment, customer satisfaction surveys etc. That assessment enables us to establish or avoid a relationship with a third party, or to terminate an existing collaboration.

### RAISING AWARENESS

To make it easier for those employees most exposed to the risks to get grips with these measures, we organise awareness-raising and training sessions on how to combat corruption.

### CLEAR AND STRICT GENERAL TERMS AND CONDITIONS

These terms and conditions are updates as necessary. We demand that all our partners, both Europeans and non-Europeans, know and accept our General Terms and Conditions and, most importantly, respect and apply them.





## Contributing to a safe and democratic world

Nowadays, safety is crucial. **PINETTE PEI** is positioned as a key player in the defence industry, providing its expertise in the production of presses and manufacturing lines for inserts and armour plates.

The manufacture of hydraulic presses and production lines for inserts and armour plates by **PINETTE PEI** is not just about manufacturing components. This represents a real contribution to global security, providing to armed forces essential equipment to face today's challenges. Through its commitment, **PINETTE PEI** actively helps to preserve peace, to strengthen democratic institutions and protect lives.

**PINETTE PEI** understands the importance of strategic partnerships to achieve its goals, which are shared by all its stakeholders. By collaborating with other players in the defence field, as well as with innovative technology companies, we promote a dynamic ecosystem, where ideas can be exchanged and innovative solutions created.

The **PINETTE PEI**'s commitment to global security and its desire to put technology at the service of this noble cause are the reasons why we are a major player in this sector.

Through continuous innovation, social responsibility and strategic partnerships, **PINETTE PEI** paves the way to a future where technology makes the world safer for everyone. As an example of the perfect balance between innovation, safety and excellence, **PINETTE PEI** ensures that the solutions developed respect the national and international laws as well as human rights.



## Designing innovative and sustainable industrial products and services

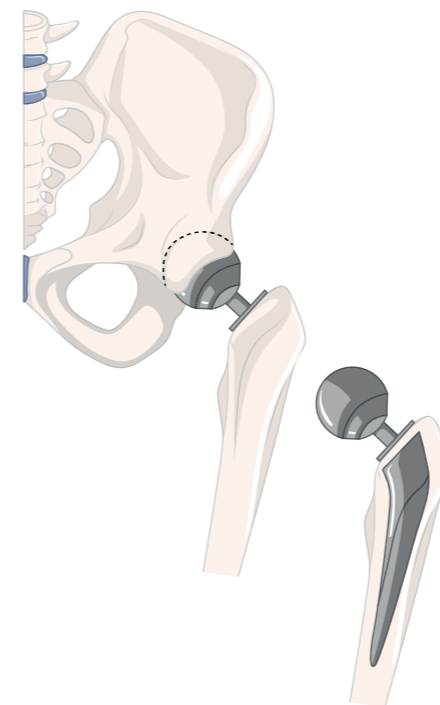
### Technology at the service of health

**PINETTE PEI** proudly distinguishes itself by offering innovative solutions for the production of hip prosthesis made of composite materials. By placing innovation at the heart of its commitment, PEI helps to improve the lives of many people.

At the heart of this mission is a technological feat: the all-electric laboratory press. Designed with an exceptional timer, this press reflects the harmonious combination of the advanced technology and the **PEI**'s commitment to create a sustainable world for everyone.

By providing hip prosthesis made of composite materials, our company contributes significantly to the improvement of patients' quality of life. Composite materials offer an increased sustainability and an essential lightness, thus ensuring improved comfort and mobility for those who benefit from these prosthesis.

At **PINETTE PEI**, we are convinced that we do not just manufacture presses for making prosthesis. We create opportunities for better lives.





# AREA 2 PINETTE PEI FOR THE PEOPLE

Improving our colleagues' health, well-being and fulfilment in their work and beyond

- Reinforcing social practices: OHS and QWL,
- Developing talents and skills,
- Fighting against any form of discrimination,
- Respecting human rights and commitments in the territories in which we are located.



## Reinforcing social practices: OHS and QWL

Performance and quality of the services provided by PINETTE PEI are based on its diversified teams from different cultures. The aim goal of PINETTE PEI is to train and develop the colleagues' careers, while ensuring their safety, health and well-being at work.

### HEALTH AND SAFETY: A NEW QHSE POLICY FOR MORE IMPACT

PINETTE PEI implements the necessary measures to guarantee the safety and physical and mental health of its employees, such as prevention, information and training.

During 2023, a new health and safety policy has been implemented, focusing on safety at all times and for all. This policy is in addition to the company's quality policy in order to create a single policy.

The goal of this new QHSE policy is that quality and safety are an absolute priority at all stages, from the design to the delivery of our projects. Convinced that all accidents and occupational diseases can and must be prevented, PINETTE PEI works closely with all its stakeholders to constantly improve its practices in terms of safety.

### WEEKLY SAFETY INSPECTIONS IN THE WORKSHOPS

Among the initiatives introduced as part of the new Health and Safety policy, there are mainly safety inspections in the workshops every week. Instead of waiting for incidents to occur before acting, the managers and members of the Commission on Health, Safety and Working Conditions (CSSCT) adopt a proactive approach related to safety. By regularly going to the workshops, they identify the potential dangers, observe safe practices and talk to employees about the measures to be taken to reduce risks.

More than a simple routine, this initiative shows the strong commitment of PINETTE PEI to risk prevention and the well-being of its staff.

## Developing talents and skills

To support its development, PINETTE PEI must have the resources and skills appropriate to its needs. Our training programmes are currently being deployed and are based on four main areas:

- Revitalising the technical vocational training programmes in order to strengthen and extend fundamental skills and technical know-how.
- Investing in management trainings to support the improvement of operational efficiency.
- Encouraging the integration of people into the company and the transmission of knowledge.
- Strengthening training initiatives related to the company's health and safety policy.

## A STRONGER WELCOME AND INTEGRATION PROGRAMME

Everything starts with job interviews. The new members are taken into the world of PINETTE PEI. The goal: Including and integrating the new colleagues, immersing them in our corporate culture through a series of important meetings to help them feel part of the company:

- HR Department presentation
- Manager and team presentation
- Safety and CSR presentation
- Company visit



To complete these programmes, new colleagues are received by the Group's Chairman. The latter welcomes them and presents them the company, its vision, its strategy, the challenges and the future prospects. It is a time for discussion during which the Chairman answers questions from new colleagues.

## COMMITMENT TO TRAINING AND DEVELOPING YOUNG TALENTS

**PINETTE PEI** distinguishes itself from the competition not only through its innovation and know-how, but also through its commitment to training and developing young talents. Each year, the company welcome a significant number of students-workers and trainees, thus offering an extremely valuable opportunity for young people to train and progress in their career.

We consider that hosting students-workers and trainees is a source of pride and inspiration, demonstrating the company's commitment to the development of young talents and its contribution to the building of a promising future for the entire professional community.

Moreover, each year, **PINETTE PEI** continues to be involved in production schools and other training institutions, such as the Composite Academy with the Compagnons du Devoir.

By offering growth and learning opportunities to young professionals, **PINETTE PEI** invests in its own success while contributing to the future of the industry.



Signature of a work placement agreement with the Académie de Pliage



**10%**  
of students-workers  
in the workforce

## ENCOURAGING INTERNAL PROMOTION

In a constantly evolving professional market, internal promotion is becoming a key factor in the development and retention of talent in companies. Far from just filling vacancies, it is a precious investment in the potential and growth of our colleagues. Recently, **PINETTE PEI** demonstrated this exemplary commitment by encouraging the internal promotion of 11 of its colleagues in 2023.



**11**  
Colleagues have been promoted internally in **2023**

DID YOU KNOW THAT

**PINETTE** is committed to paying a living fair wage to its direct employees

## PINETTE ACADEMY

In a professional world constantly evolving, the most successful companies are the ones that invest in the development of their employees. **PINETTE** understood this reality and reacted by launching its own training school: **Pinette Academy**.

This training school is intended to train in-house colleagues but it is also available to our customers.

The **Pinette Academy** is the company's commitment to excellence and continuous improvement. Created to offer quality training opportunities to its employees and customers, this school aims to cultivate knowledge, to promote leadership and to encourage innovation within the Group.

What makes the **Pinette Academy** different is its approach focused on personalisation and relevance. Unlike generic training programmes, this tailor-made academy identifies the specific needs of the colleagues and designs training programmes to suit their professional aspirations and the company's goals. Whether for reinforcing technical skills, improving project management or training our customers, the Pinette Academy has the resources needed to meet every requirement.



**“With the PINETTE Academy, we are training today’s teams that will build the future of the Group.”**

Noëi JEANNOT  
Production and Professional Support Manager



## Special moments of conviviality

### CELEBRATING TEAM SPIRIT

At **PINETTE PEI**, each semester is the opportunity to celebrate the richness of its team, to recognise new faces, to salute colleagues for their dedication and to honour those who are about to retire.

During these semi-annual events, the company warmly welcomes the new members of the team. It is the perfect moment for everyone to get to know each other, to share their professional experience and aspirations, and to feel fully integrated into the company.

This tradition of integration, appreciation and gratitude illustrates the **PINETTE PEI's** commitment to the well-being of its employees and strengthens the links within the team.



### RECOGNITION FOR YEARS OF DEDICATED WORK

Long-service awards are given to the company's colleagues for their commitment and valuable contribution over the years. These moments of recognition are an opportunity to celebrate individual and team achievements.



- 1 *Mr Dominique Nouveau, who is retiring after 30 years of service within the company, honoured by the PINETTE's Chairman.*
- 2 *Dominique's retirement present*
- 3 *New colleagues welcomed by the CEO in June 2023*



### THE SUMMER EVENT

This was the event not to be missed! For the summer, the Economic and Social Committee (CSE) organised a very special outing for the colleagues, offering each member a well-deserved relaxing day outside the company's premises. This initiative was recognised by all as the best opportunity to strengthen links, to revitalise and to fully enjoy a moment of conviviality with colleagues.

This special day enables everyone to escape from their daily routine.

Programme: food, drinks, pétanque games, table football and Vintage videogames.

The activities organised encouraged the interaction, sharing and strengthening of links.

Thanks to the commitment and the initiative of the CSE, this relaxing day will remain etched in people's memories as a special moment dedicated to well-being and camaraderie.



Food, drinks, table football, pétanque, and vintage video games



## THE TRADITION OF THE END-OF-YEAR FESTIVITIES AT PINETTE PEI

At the end of every year, **PINETTE PEI** celebrates the magical festive season by organising a festive buffet that brings all our colleagues together for a convivial afternoon of celebration. This tradition is based on a reminder of the key moments of the year by the Management, on the presentation of new colleagues and, naturally, on the Christmas jumper competitions. This year in particular, the tree proudly represented the company's values, the result of the work of the Life Committee. Its members were applauded at the event. A Secret Santa was prepared, with an exchange of gifts between colleagues, bringing a touch of joy and camaraderie to the festive atmosphere.

Now, this end-of-year tradition is an integral part of **PINETTE PEI**' corporate culture. Colleagues look forward to this moment of celebration and exchange each year, as it creates lasting memories and helps build a sustainable corporate culture.



## Fighting against any form of discrimination

**PINETTE PEI** respects the identity of each person, fights all forms of discrimination, ensures equal opportunities and treatment and encourages diversity.

In terms of equality between men and women, **PINETTE PEI** has concluded an agreement on equal work opportunities and equal pay for men and women in 2022.

The purpose of this Management commitment is to guarantee that men and women working for the company are all treated equally with regard to access to employment, vocational training, classification, promotion and working conditions.



# 85/100

for the professional equality index for 2024

## EQUALITY BETWEEN MEN AND WOMEN

**PINETTE PEI** is firmly focused on promoting equality of opportunities and providing an inclusive environment where people can fulfil and achieve their full potential. We are therefore committed to supporting and encouraging women in all areas of our company, from management to technical and operational positions. Gender diversity is a key performance issue. And it is from this perspective that we sign agreements relating to professional equality. The last agreement, signed in 2022, focuses on 5 areas of action:

- Recruitment and diversity of employment,
- Training and professional promotion,
- Equal pay – Effective pay,
- Equal pay – Pay gap,
- Family/work life balance.

## INTERNATIONAL WOMEN'S RIGHTS DAY

On the occasion of International Women's Rights Day, a debate was organised between employees. They had to answer this question: What can we do to improve equality between women and men in the industrial sector? Led by the CSR Manager, the goal of this debate was to break down common preconceptions about women and fight stereotypes.



## SHARING EXPERIENCE BETWEEN COLLEAGUE

On 6 July 2023, Usinerie Partners organised its Industry 4.0 Meeting for more than 70 manufacturers and support players in Bourgogne Franche Comté around the theme of **"We decarbonise our company"**. During this event, our CSR Manager presented the **PINETTE PEI**'s experience feedbacks one year after carrying out its first carbon footprint analysis. He spoke about the reasons why **PINETTE PEI** decided to make this commitment, the various stages of the whole process, the difficulties encountered, the solutions implemented and the practical recommendations for companies wanting to get started.



## MEETS LOCAL TALENTS

Committed to its territory, **PINETTE PEI** never misses the opportunity to take part in the Employment Fairs organised each year in the region. These major events are ideal opportunities for **PINETTE PEI** to present its businesses to the members of the public and meet promising talents who will join its teams. Through stimulating and enriching employment opportunities, the company shows its commitment to local recruitment, its attachment to the community and its determination to contribute to the region's economic development.



## ACTING AND ENABLING OUR COLLEAGUES TO GET INVOLVED IN THE SOCIETY

Social and societal expectations towards companies are evolving rapidly. It has become almost imperative for organisations to play an active role in social and environmental initiatives.

At **PINETTE PEI**, the key to success is our commitment to its colleagues. Our company provides financial and material support to its colleagues who are involved in associations in our host territory.

We would like to go further by finding other mechanisms to facilitate skills sponsorship within our company.

By enabling colleagues to be directly involved in the company, **PINETTE PEI** does everything it can to stimulate motivation, loyalty and satisfaction among its teams.





# AREA 3 PINETTE PEI FOR THE PLANET

Limiting the negative impacts on the environment by adopting a two-pronged approach: at home and in our value chain.

- Reducing the Group's carbon footprint,
- Maintaining CSR at the heart of the R&D activities,
- Developing environmentally responsible products and services: Lightening/Retrofit/Re-use,
- Managing our waste virtuously in the territories in which we are located.



## Climate change: we reduce our emissions

The fight against climate change is a global challenge to which we must all contribute. Concerned with improving its carbon footprint, **PINETTE PEI** is using all the possible tools to reduce the greenhouse gas (GHG) emissions related to its activities.

Adopted by more than 196 countries when the Paris climate agreements were reached, the aim of keeping the average increase in global temperature to below 2°C is a way of providing a structure and a common direction. This ambition was sealed when the Green Deal was signed by the European Union in 2019.

For the second time, to better target the most effective actions to reduce its carbon footprint, **PINETTE PEI** has analysed the distribution of greenhouse gas (GHG) emissions from its operations (2022 – excluding Germany and Italy).



To improve its environmental footprint, **PINETTE PEI** is also actively involved in inter-professional working groups in the sector on innovative technologies for industrial decarbonisation. In addition, **PINETTE PEI** is a member of the COQ VERT Community, a professional association of employers acting for the climate, and is a signatory of the voluntary charter for the reduction of CO2 emission from road freight transport.

As part of its commitment to the ecological transition, **PINETTE PEI** has decided to give new impetus to its climate action by implementing a decarbonisation plan intended to reduce its carbon emissions by 30% by 2030. This plan illustrates **PINETTE PEI**'s ambition to face the climate challenges and reduce its carbon footprint.

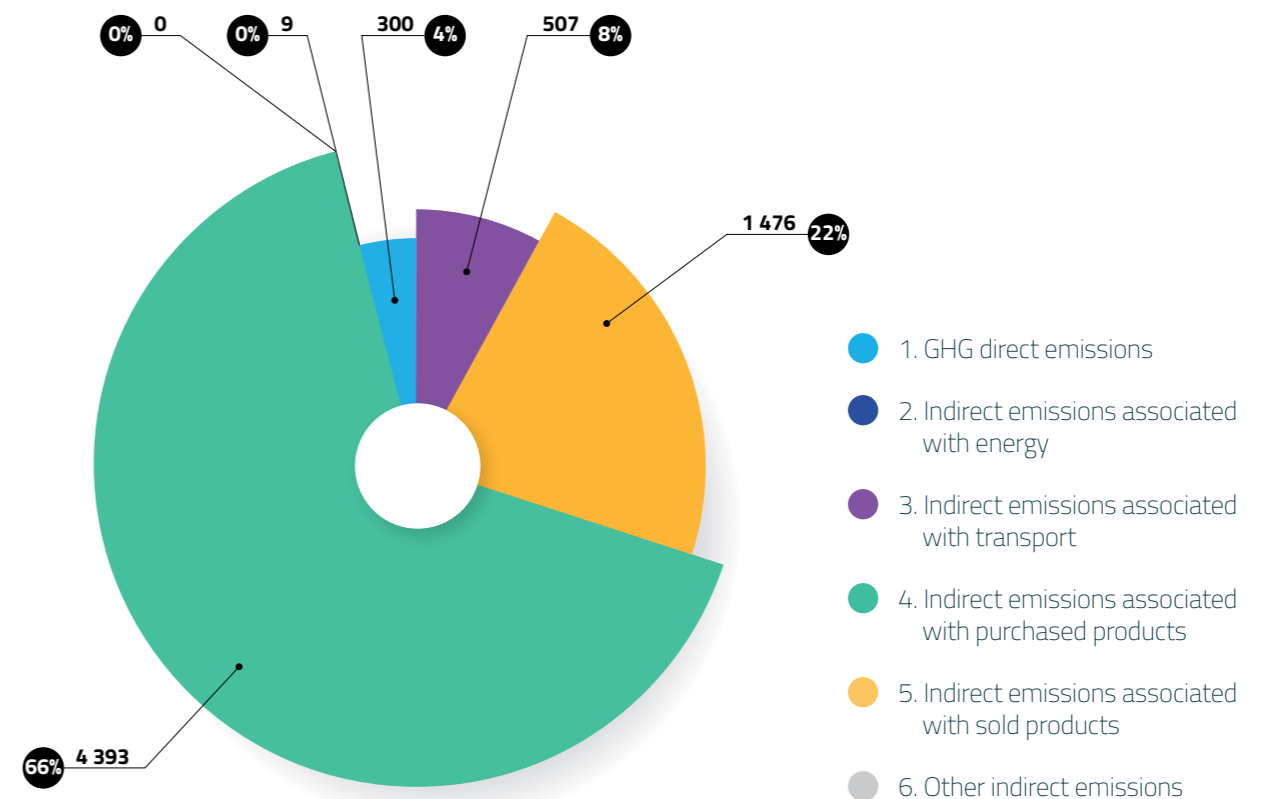
To ensure our internal transition process and guarantee that our operations are compliant with the climate emergency, we are committed to getting our decarbonisation plan validated by the SBTi in 2025.



**Objectif -30%**  
in 2030 compared with 2019

Distribution of our emissions in 2022: 6,685 t CO<sub>2</sub>e

GHG Report: GHG emissions by scope (in t CO<sub>2</sub>e and %)



## Reducing GHG emissions resulting from energy consumption

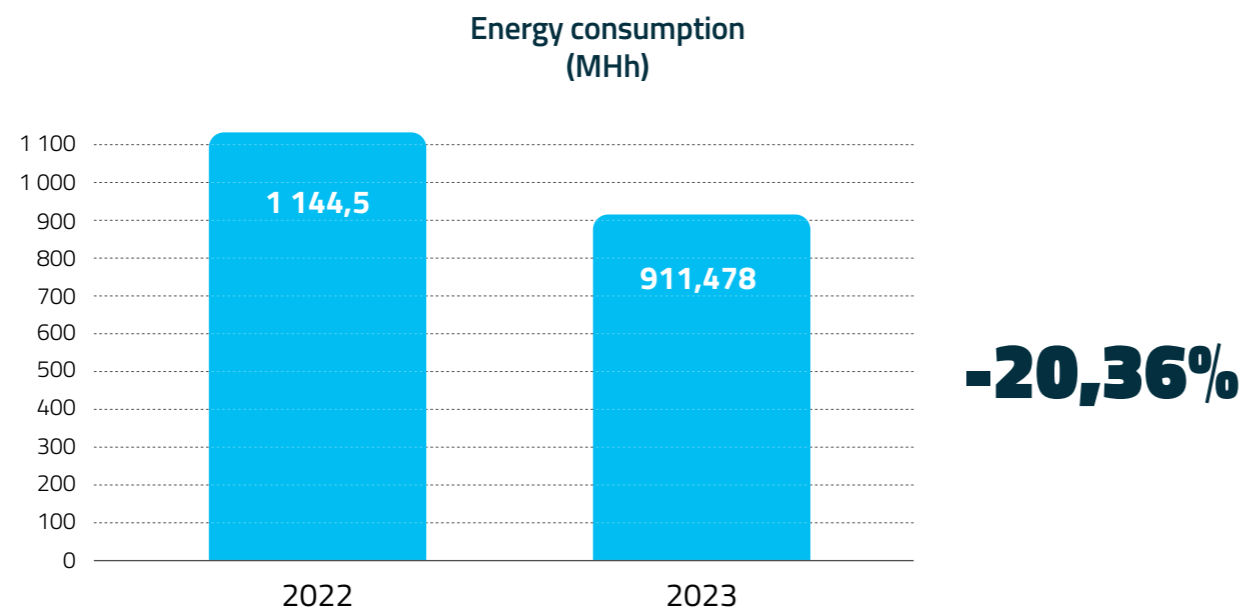
In this area, the **PINETTE PEI**'s policy is founded on long-term initiatives and strong and trust-based relationships with its customers and partners. The two pillars of this policy are based on reduction actions both in-house and at our customers' sites.

### SAVING ENERGY AT PINETTE PEI

The industrial activity is highly dependent on energy (gas/electricity). Energy consumption is a considerable item of expenditure at **PINETTE PEI**. Consequently, optimising energy consumption is an environmental as well as a financial challenge, all the more so in the current context in which we are noticing serious rises in energy-related costs.

This year, thanks to investments in reducing direct energy consumption, we achieved a good performance of a 20% reduction in total site consumption (including gas and electricity).

Given the results achieved this year, continuing these efforts should enable us to reduce our consumption even further in the years to come and achieve our goals in this field.



#### Energy bill for the PINETTE PEI's site

2022	2023
0.29 of turnover	0.28 of turnover

## DISCOVER SOME OF THE REDUCTION ACTIONS IMPLEMENTED WITHIN OUR COMPANY

### Consumption reduction actions for 2022/2023

- LED solution for the Accounting/Management/HR department
- Installation of reversible air conditioning
- Environment energy audit and energy audit
- Removal of the oil boiler with air/air heat pump
- Replacement of windows in a number of buildings
- Under-roof insulation in a number of buildings
- Double-flow ventilation system
- Replacement of temperature controllers in our workshops
- Adjustment of workshop temperature to 16°C
- 19°C in offices and installation of thermometers
- Replacement of the ON/OFF compressor with a variable-speed compressor
- Purchase of jumpers for workshop workers
- Installation of laptop computers VS towers
- Communication about good practices to employees
- Telework agreement



## ENERGY SAVING FOR OUR CUSTOMERS

### TIFAANI PEI

Inaugurated in 2023 on the occasion of the **PINETTE PEI's** 160th anniversary, this robotic press is equipped with intelligent sensors and processes data for thermoplastic composite forming.

**TIFAANI** will define the press of the future by testing new technological innovations to make the machines of the future more reliable, more connected and more energy-efficient.

**TIFAANI** is capable of making energy savings with on-board energy recovery, driven by smart sensors and data processing algorithms.

We also design hybrid machines, combining hydraulic power with the advantages of the motor brain.



## APPLICATION EXAMPLES: ENERGY SAVING THANKS TO LIGHTER MATERIALS

### THERMOPLASTIC WELDING

Thermoplastic welding is a fusion assembly method that offers several advantages, in particular fewer fixings on the structure, the optimisation of the structures (lighter because there are fewer holes) as well as a better distribution of forces in the structure.

**Assumption and order of magnitude:** thermoplastic welding on the floor a A400 M-type aircraft eliminates the fixing rivets on the entire part with a weight saving of up to 10% of the total weight of the structure, that is to say about 20kg.



Floor at 400 M

**-10% -20KG**

### THERMOPLASTIC STAMPING

Thermoplastic stamping is the process of shaping the material under a heat press. Where materials are traditionally transformed and then shaped, the thermoplastic stamping complete all the tasks simultaneously to save time and make substantial manufacturing savings.

**Assumption and order of magnitude:** ribs are part of the structure of aircraft's wings. In comparison to metal, thermoplastic ribs can save 286kg in weight on an aircraft that contains 26 ribs in each wing, for example.



Web Flat Ribs

**-25% -286KG**





## RE-USE/RETROFIT AT PINETTE PEI

Also referred to as retrofitting, retrofit is a process of modernising or upgrading existing equipment, infrastructure or systems in order to make them more efficient, effective or more in compliance with specific standards.

According to the configuration and condition of the machine, retrofit can be carried out on mechanical parts (guides, tables, frame...), on hydraulic parts (replacement of hydraulic devices, compliance with current machine standard and directives...), as well as on electrical parts (replacement of electrical cabinet, PLC or display new generation models...).

Advantages of retrofitting

**Performance improvement:** some functions can be improved during a renovation. For example, the interface can be simplified or optimised for more dynamism<sup>1</sup>.

**Electronic and digital problem solving:** retrofit is a solution to electronic and digital problems that respects the properties of the machine. This helps to resolve malfunctions and ensure optimal machine functioning.

**Compliance with current standards:** renovation of hydraulic presses is carried out in compliance with current standards and regulations. This ensures that your machine complies with the latest machinery directives<sup>1</sup>.

**Personalisation:** **PINETTE PEI** offers personalised solutions for conception, equipment repair. Each intervention is tailored to the needs of the machine.

For **PINETTE PEI**, Retrofit represents much more than a simple infrastructure upgrade, it is an approach for a more sustainable and resilient future. We enable our customers to reduce CO<sub>2</sub> emissions, optimise resource uses and extend the lifespan of their equipment. This approach offers a powerful environment lever for the companies looking to reduce their environmental footprint.



## DIGITAL

We promote design optimisation thanks to our digital innovations that improve ergonomics and facilitate learning and training.

- Digital twin for a faster commissioning
- Digitalisation of transformation processes
- Design: modelling of thermomechanical behaviours of processes to size machines
- Production: assistance in setting machine parameters based on the modelling of material behaviours
- Data driven: more than 100 sensors for predictive fault detection, preventive maintenance, energy optimisation and machine cycle times.



## NATURAL MATERIALS AND FIBRES

**PINETTE PEI** is proud to design machines able to transform materials of non-fossil origin, such as natural fibres: wood, flax, hemp, and so on. Equipped with advanced technologies, these machines are designed to be reliable, while respecting the environment.

**PINETTE PEI** also designs machines for waste recycling.

## SMART CITIES

Our technologies enable the manufacturing of equipment that improves people's quality of life, comfort and environmental sustainability. The innovations we develop have applications in several areas, including buildings and cities.

We are manufacturers of fire doors aimed at limiting the spread of fires, wooden formwork instead of concrete formwork, because wood is a natural and renewable material. So wood is more eco-friendly than concrete, which is made from non-renewable raw materials.

**Other achievements:** decorations from recycled thermoplastics for buildings, the manufacture of luminaires, armoured doors, openings, etc.

## Other environmental issues related to the activity

The management of soil pollution, the preservation of water resources and waste management complement the actions implemented by **PINETTE PEI** in the context of its environmental policy.

## OPTIMISING THE MANAGEMENT OF WATER AND WASTE RESOURCES

### Water

**PINETTE PEI**'s activities require few water resources, except for the cutting oils we used for our machines. Water is mainly used for sanitary purposes on site. However, we also take the little things very seriously. Our washrooms are equipped with automatic taps on our washbasins to ensure hygiene and save water.



### Waste

The quantities and types of waste generated by the **PINETTE PEI**'s activities are limited. In fact, the production of hazardous waste is restricted to the use of paint, solvents and hydraulic oils. This waste is then collected and processed in accordance with the regulations in force in France.

All the non-hazardous waste is sorted on site, or directly by the service providers, to be reused by material or energy recycling.

**PINETTE PEI** has introduced an initiative for the "re-use of packaging boxes received" to pack its products for the shipment.



## PACKAGING REUSE AT PEI

### Meeting with Gilles Gauthier, Logistics Manager

In view of the current environmental challenges and **PINETTE PEI**'s commitment, our company must rethink its operational practices. In these circumstances, my team and I have decided to review our approach in terms of packaging. As an alternative to always using new packaging, we have developed an efficient system for reusing the packaging we receive to reship our products. The reuse of cardboard boxes, paper and dunnage is an important step towards a circular economy. Instead of seeing these materials simply as waste to be removed, we consider them as valuable resources to be reintegrated into our shipping process. By reusing them to package our products, we finally extend their lifespan and reduce our environmental footprint. This is just one example of our efforts in the area of logistics.



*Gilles Gauthier, Logistics Manager*



## SUSTAINABLE DEVELOPMENT AWARENESS

Passionate about preserving the planet, our CSR Manager trained to become a Climate Fresk animator.

The Climate fresk is an interactive and powerful educational tool that provides a better understanding of the mechanisms of the climate change and its impact on our daily lives and our environment.

Thanks to this training, our CSR Manager is now well equipped to lead "Climate fresk" sessions within our company. He will be able to guide our teams through a deep reflection on the current climate challenges and the concrete actions that we can take to face them.



# 6 KEY EVENTS 2023

2023 was essentially marked by **PINETTE PEI's** 160th anniversary and the 60th anniversary of our brand Jean-Perrot. The deployment of our CSR strategy entitled "PINETTE IMPACT", with a road map of priority actions, has enabled us to achieve the Gold level of the ECOVADIS Assessment.

## A COMMITMENT TO SUSTAINABILITY THAT HAS BEEN AWARDED

Ecovadis is a platform for assessing the environmental, social and ethical performance of companies around the world. This honour demonstrates our ongoing efforts to integrate sustainable business practices throughout our activities. With a score of 70/100, our company is listed in the top 5% of the most virtuous companies in its industry. This is something to be proud of, and we will continue to advance our commitment to sustainability and inspire positive change.



Back to **PINETTE PEI's** 160th anniversary

On 21, 22 and 23 September 2023, an atmosphere full of emotion and pride enveloped the **PINETTE PEI's** premises. We were celebrating an exceptional double anniversary: our 160th anniversary and the 60th anniversary of our emblematic brand Jean-Perrot. This major celebration welcomed current and former employees, international agents, customers and partners from all over the world. Italian, American, Chinese and German languages echoed through our offices, reflecting the breadth of our Group's global presence, with 70% of the sales coming from exports.

After a series of moving speeches and the inauguration of **TIFAANI**, our guests had the privilege of discovering our workshops, immersing themselves in the beating heart of our company. Around 500 visitors, from employees' families to curious visitors keen to discover our know-how and production methods. We also had the honour of awarding long-service awards to some of our employees, a tribute to their dedication and loyalty for nearly four decades. Their commitment was celebrated in a warm atmosphere, with an authentic Burgundian Chant.



160 years of exploring the future with you

**PINETTE PEI**  
ENGINEERING & MACHINERY



60 ans d'innovations adaptées à vos besoins

**JEAN PERROT**

The highlight of the celebrations was without doubt the convivial lunch, which attracted more than 300 guests. The Pièce montée in the shape of a press, the symbol of our industrial activity, aroused the enthusiasm of all the guests. The festivities continued with a wide range of activities to entertain young and old – creative workshops, bouncy castles, piñata, wooden games, escape game, table football and so much more.

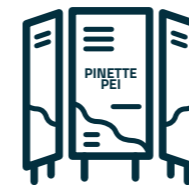
This day will remain etched in our memories as an unforgettable celebration of our history, our past successes and our future aspirations. Many thanks to all those who made this adventure possible, and to those who will continue to write the next chapters of our company. Together, we look to the future with confidence and determination, ready to face new challenges and continue our mission for the next 160 years et beyond.



**Today, the company is actively involved in an environmental CSR policy, with programmes aimed at recycling numerous materials and adapting its machines to reduce the carbon footprint "**

Erick Rousseau  
JPI's Manager

## Exhibitions we have attended



- AEROINDIA**  
India – February 2023
- SAMPE UK**  
United Kingdom – March 2023
- SAMPE USA**  
USA – April 2023
- Global Industrie Tolexpo**  
France – March 2023
- JEC**  
France – April 2023
- Salon du Bourget**  
France – June 2023
- World Nuclear Exhibition**  
France – November 2023
- SAMPE CHINA**  
China – July 2023
- China composite expo**  
China – September 2023
- SEOUL AIR SHOW**  
South Korea – October 2023
- CAMS**  
USA – October 2023

## 16 trees for 160 years: Celebrating history and heritage, with a view to building for the future

In honour of our 160th anniversary, we decided to show our commitment to the environment by planting 16 trees in our car park, representing each decade of our company's life. This symbolic initiative is part of our ambitious CSR approach, designed to reduce our impact on the planet and contribute to a more sustainable future.

Selected for their adaptability to our local environment, these trees are much more than just greening our surroundings. They will not only provide shade and coolness for our car park and will play a crucial role in filtering the air, regulating temperatures and creating a habitat for local wildlife.

These trees planted are a concrete example of our commitment to the environment. It is an invitation to all our employees and customers to join us in building a more sustainable future.

### ADDITIONAL INFORMATION

#### Type of trees planted



Acer Platanoides



Sophora japonica



Red Robinia pseudoacacia



Aerial view of our site



### 160TH ANNIVERSARY: PLANTING FOR THE FUTURE

As our company celebrated its 160th anniversary, the question of festivities and activities emerged. The Management and the Management Committee wanted to organise an emblematic and meaningful event, reflecting our values and commitments.

#### The tree, a symbol of life and future

This is how our idea to plant 16 trees in our car park arose. It is a simple and concrete project, accessible to everyone, that is part of a responsible environmental approach.

When the idea was first proposed, it was well received by all our teams. The Management and the Management Committee gave their support immediately, aware of the importance of raising awareness of environmental issues.

#### A meaningful symbol for our employees and customers

These trees, which will grow over the years, will prove our commitment and determination to build a sustainable future.

#### A starting point

Planting these trees is a first step towards a more sustainable future. We are conscious that much remains to be done, but we are determined to continue our CSR efforts.

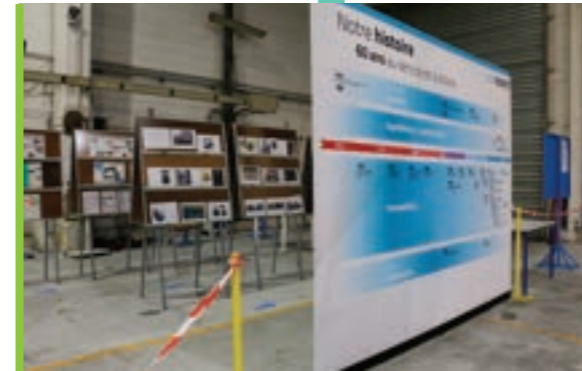


**“These trees, which will grow over the years, will prove the PINETTE PEI’s commitment and determination to build a sustainable future. This action is another step further toward a greener future. We are conscious that much remains to be done, but we are determined to continue our CSR efforts.”**

Yaovi Dodji Tossouvi  
CSR and QHSE Manager

Photo albums  
of the 160th  
anniversary





# 7 TABLE OF INDICATORS

CSR Strategy	2022	2023
Publication of a CSR report	Yes	Yes
Formalised CSR strategy/policy	Yes	Yes
CSR – ECOVADIS certification(s)	Silver	Gold
Company purpose and values defined	Yes	Yes
CSR Organisation		
CSR discussed by the BOARD at least once a year	Yes	Yes
CSR point of contact in the company	Yes	Yes
Business ethics and responsible purchases		
Formalised policy/approach of good conduct/business ethics	Yes	Yes
CSR criteria/clauses in the supplier selection	Yes	Yes
Compliance with international standards		
No disputes in the social/environmental field	Yes	Yes
Social		
Workforce of PINETTE PEI France	128	122
Gender distribution	♀: 21 / ♂: 107	♀: 20 / ♂: 102
Sustainable employment in France (proportion of permanent contracts)	99%	100%
Direct employees paid above the living fair wage*	-	100%
Average seniority	10 years	11 years
Proportion of employees on block-release training or apprenticeship contracts	10%	10%
Percentage of employees (FTE) having participated in at least one training programme during the year	55%	54%
Absenteeism rate	4,4%	3,5%
Turnover rate	13%	18%
Accident frequency rate	22	8
Severity rate	1,32	0,11
Local involvement		
Total amount of donations to associations	170 000 €	69 350 €

\*According to the Fair Wage Network scale

Environmental policy and certification	2022	2023
Climate/GHG reduction policy	Yes	Yes
Water management policy	Yes	Yes
Environmental certification(s)	In progress	In progress
Carbon footprint analysis		
Carbon footprint analysis carried out	Yes	Yes
Goals and/or measures to reduce carbon intensity	Yes	Yes
Emissions (Scope 1 and 2)	309	309
Carbon intensity g/kg of euro (Scope 1 and 2 as a proportion of sales)	10,8 g/k€	10,4 g/k€
Waste and circular economy		
Waste management/recycling tracking	Yes	Yes
Waste recovery	72%	70%
Energy		
Annual electricity consumption (KWH)	251 460	343 069
Annual gas consumption (KWH)	892 988	568 409
Annual water consumption (m <sup>3</sup> )	5 996	1 700



# METHODOLOGY

This note describes in detail the methodology applied by **PINETTE PEI** in order to formalise the 2023 CSR report.

## LEGAL FRAMEWORK

**PINETTE PEI** is not subject to the obligation to publish a Declaration of extra-financial performance (DPEF).

The company decided to publish this document in order to report transparently on its CSR policies and actions.

## DENOMINATION

« **PINETTE PEI** » refers to **PINETTE PEI** in France.

## PERIOD UNDER REVIEW

The data collected is for the period from 1 January to 31 December 2023, except in certain cases:

- Gender equality index: indicator published on 1 March of year N;
- Carbon footprint measurement for each year: Data collected during 2022.

## SCOPE OF INFORMATION

Social information is published for the France scope, which represents almost 90% of the total workforce.

## CSR DATA AND INDICATORS

The CSR data and indicators published have been consolidated based on data for France. The workforce social data published in this report is expressed in full-time equivalents (FTE).

## REFERENCES

For this report, **PINETTE PEI** has used standards and references, in particular:

- ISO 26000
- Sustainable development goals (SDG)



# 8 ROAD MAP 2023-2025

## PINETTE PEI IMPACT

### PINETTE PEI for a sustainable ecosystem



- **Business ethics and counter corruption:** Obtain ISO 37001 certification in 2025.
- **Raising awareness and training people in responsible purchasing:** All of our purchasers are trained in responsible purchasing.
- **Integration:** Integrating CSR into the integration process for new employees.
- **Climate issues:** Making all of our managers aware of climate issues.

### PINETTE PEI for people



- **Gender equality:** Achieve 23% women in our workforce.
- **Safety at work:** Reducing the frequency rate of workplace accidents by 20% compared with 2022.
- **Training:** Maintaining 10% of the students-workers in our workforce.
- **Territorial involvement:** Initiating the skills sponsorship programme.

### PINETTE PEI for the planet



- **CO2 emissions:** Reducing the Group's carbon footprint is an emergency measure to fight against climate change.
- **Renewable energy:** 15% of renewable electricity in our energy mix.
- **Water:** Installing retention tanks to save water.

# **PINETTE PEI**

ENGINEERING & MACHINERY

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