



ACTING FOR
TRANSITION

2023 CSR report





CONVERTING INDUSTRIAL CHALLENGES INTO SUSTAINABLE MATERIALS SOLUTIONS

ADDEV MATERIALS, A CONTRIBUTIVE COMPANY

Our world of abundance is now a world of scarcity and we absolutely must do more to preserve our resources, by consuming less and better.

Immediate measures to reduce energy consumption must be combined with changes in our business models to bring our customers' economic and environmental objectives closer together. Our customized solutions of more sustainable, flexible and liquid materials promote **frugality** and our commitment to "More value with less resources".

Global political issues impacting our industries, coupled with supply chain pressures and local service expectations that favor regional ecosystems, have made industry around the world more **local**.

Human capital drives our development and responsible transformation. More than ever, attracting talent, retaining skills, and offering perspectives to all generations, origins, and experiences are the keys to the company's commitment and sustainable performance.

Finally, because measuring our impact is essential, ADDEV has completed its third carbon assessment and has clearly defined areas for improvement following its "Decarbonization Accelerator". The challenge: to demonstrate company impact through facts and validated indicators in favor of an essential energy and ecological transition.

To commit is good, to act is better, to prove is essential this is the long-term ambition of ADDEV Materials, a contributive company.

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Pascal NADOBNY
Chairman & CEO

OUR CONTRIBUTION

As part of its UN Global Compact membership since 2012, ADDEV Materials supports and promotes the 17 Sustainable Development Goals (SDGs). While defining the company's mission, stakeholders also affirmed that its work and business model contribute to SDGs 3, 5, 7, 9, 13, and 16.

Watch the video 





SERVE THE CLIENT BY THE OPERATIONAL EXCELLENCE

A STRONG POSITIONING IN CENTRAL EUROPE



Hermann HOGG
Managing Director M&I
Central Europe

In 2022, ADDEV Materials strengthened its position in the Benelux as an expert in customized adhesive solutions with the acquisition of Dickson Holland B.V., a Dutch specialist in adhesive tapes for the construction and industrial markets. In partnership with Winterhalder, the German leader in converting adhesives and foams, this acquisition aims to develop new industrial and commercial synergies with ADDEV Materials' entities in Belgium and Germany.

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FRENCH CARE, THE MOVEMENT OF THE HEALTH STAKEHOLDERS



In 2022, ADDEV Materials naturally committed to French Care after its creation by Bpifrance, with the objective of preparing for the future, innovating collectively and promoting excellence in healthcare in France.

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INNOVATE AND SELL SUSTAINABLE SOLUTIONS

HACKATHON INNOVATION

In October 2022, ADDEV Materials organized its first Hackathon, bringing together some 50 internal employees and experts from other companies, ready to imagine solutions to the technological, digital and energy challenges of tomorrow. Combining energy and desire to innovate, together, for the future of ADDEV Materials. Four of these projects have been selected and are now the focus of our Innovation Roadmap: flexible sensors using printed electronics, the hydrogen market, and also eco-design and waste reduction.

Watch
the video



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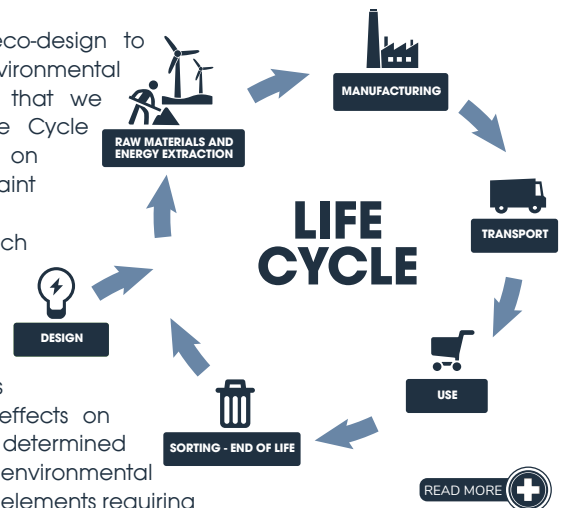
ZERO CARBON PROJECT

As part of the Zero Carbon Project, a project led by Schneider Electric, we collaborated to calculate the carbon footprint of their Harmony range, participating in their eco-design approach.

Thierry JACQUES
Technical
Application Expert

LIFE CYCLE ASSESSMENT

Integrating the principle of eco-design to improve our products' environmental performance is the objective that we initiated with a first LCA (Life Cycle Assessment) conducted on two containers used for paint applications. Through this multi-stage approach (integrating the various stages of the product life cycle) and multi-criteria approach (taking into account material and energy consumption, discharges into the natural environment, effects on climate and on biodiversity), we determined the container with the best environmental performance, and identified the elements requiring action to reduce the impacts of these two containers.



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PURCHASE AND SOURCE WITH SUSTAINABILITY

ENGAGE OUR SUPPLIERS IN A CSR APPROACH

ADDEV Materials continues its initiative to structure a responsible purchasing approach, relying on its main suppliers who are signatories of its responsible purchasing charter. In 2022, we also initiated a specific survey that enabled us to reference the good CSR practices used by certain suppliers.

Download the charter



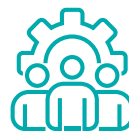
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RESPONSIBLE PURCHASING TRAINING

This training has enabled me to discover all the ethical, environmental and social dimensions of Purchasing so that I can integrate them into my work and enhance the responsible relationships we have with our suppliers.



Aurélie BILLOU
Indirect buyer



ACT WITH TRANSPARENCY AND HONESTY

CERTIFICATION OF OUR CYBERSECURITY

Since 2021, ADDEV Materials has been certified Cyber Essentials, which materializes its cybersecurity policy towards our customers and suppliers.

Download the certification 



EASE THE CONVERGENCE

AN ADDEV MATERIALS PODCAST CHANNEL

ADDEV Materials has launched a new challenge by creating a podcast channel. The company invites its internal and external auditors, both French and foreign, to meet several times a year to discuss issues that are important to us, such as international business, talent, growth, innovation, digital technology, CSR, and more. Take a listen!

Listen to the podcast  [READ MORE](#) 




ANNUAL MANAGEMENT MEETING

The management meeting was a great opportunity to meet many of my international colleagues in person. The speakers were outstanding, and it was amazing to be able to experience the beautiful city of Lyon first-hand.

Tom YOCKEY

VP Operations MI&H North America

Listen to the podcast 


[READ MORE](#) 



CO-BUILD AND MANAGE PERFORMANCE

CRM ROLLOUT

By deploying the same Customer Relationship Management (CRM) system across all our entities worldwide, we aim not only to centralize all our customer data in a single tool, thus promoting the creation of commercial synergies, but above all to share winning practices and encourage our commercial efficiency.

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Marie BLANCHARD BRUNEL
Marketing Director

EARLY ADOPTER PROGRAM, GLOBAL COMPACT

As a signatory to the Global Compact since 2012 and a committed company, ADDEV Materials was selected to join the early adopter program of the new Communication on Progress (CoP) platform to be launched in 2023.

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OUR EXTRA-FINANCIAL PERFORMANCE

Each year, ADDEV Materials is evaluated by its investors on ESG* indicators. A company's extra-financial performance is considered just as important as its financial performance to be able to cover the potential risks of business upheaval and to seize the opportunities.

* Environmental, Social and Governance.

ECOVADIS GOLD MEDAL

In 2023, ADDEV Materials retained its gold medal for the fourth consecutive year, with a score up 4 points to 71/100.



Download the scorecard 

ECOVADIS
EVALUATION SCORE



TAKE CARE OF OUR EMPLOYEES

RUN IN LYON

This event enabled me to meet colleagues from other sites. A pleasant moment where the group's energy carried me all the way to the finish line. It will be a pleasure to take part in 2023 and challenge ourselves again all together!

Pierre LUCAS

ZipChem Channel Manager



A REFERENCE SYSTEM FOR QUALITY OF LIFE AT WORK

ADDEV Materials has set up a reference system of 22 "Quality of Life at Work" standards in order to guarantee the safety and (physical) working conditions as well as the management and organization of the work conducted at all our sites.

[READ MORE](#)

SOCIAL AND HUMAN RIGHTS POLICY

Our social and human rights policy ensures that fundamental human rights and international labor standards are respected on a daily basis. This policy applies to all ADDEV Materials sites and activities worldwide, regardless of geography or culture, and to our internal and external stakeholders.

[Download the policy](#)

DEVELOP TALENTS AND COMPETENCIES

SUPPORT YOUNG TALENTS

Helping our employees grow and giving them an active role in their professional development is an integral part of our HR strategy. And it's a team effort between the employee, the manager and the HR partner that allows us to look forward to the future in a way that benefits everyone! Our HR development challenges are therefore based on the development of our teams' skills, the consideration of their career aspirations and consistency with the ADDEV Materials project.



Maud SAMSON

HR Development Manager

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GOING ON A V.I.E.

The V.I.E. experience is a springboard for career development, with accelerated skills development, but also for personal development, through meetings and travel.



Matthias PAUBLANT
Financial Controller in Canada

[Listen to the podcast](#)

BE AN INCLUSIVE EMPLOYER BY PROMOTING DIVERSITY

LOU RUGBY, AN INSPIRING PARTNERSHIP

Since 2021, ADDEV Materials has been a sponsor of the LOU Rugby Elite 1 women's team and U21 boys team, sharing the values of sport, such as commitment, determination and team spirit, and highlighting the inspiring journey of young talents.

[READ MORE](#)

HCL FOUNDATION, A HEALTH AND SOLIDARITY PARTNERSHIP

Since 2018, ADDEV Materials has been supporting the Hospices Civils de Lyon Foundation, with which it shares values of human commitment (caring for patients), and innovation (supporting the development of new treatments).

[Watch the video](#)

THE ADD'DISABLE PROGRAM

The ADD'DisABLE program aims to welcome, integrate and develop the careers of people with disabilities in our organization and our ecosystem through recruitment and training, responsible purchasing, on-site accessibility and job accommodation. During Disability Week 2022, ADDEV Materials partnered with Café Joyeux, displaying some of their coffee products on site (coffee capsules) and inviting its employees to come and share a friendly moment with the teams of the café-restaurant in Lyon.

[READ MORE](#)





BUILD AN ENVIRONMENTAL MANAGEMENT SYSTEM

TERTIARY SECTOR DECREE: REDUCE ENERGY CONSUMPTION

ADDEV Materials aims to reduce its energy consumption by -40% on some sites in 2023, in compliance with the regulations of the tertiary decree.

A CSR PROFIT-SHARING SUPPLEMENT

Everyone has a role to play in the Ecological and Energy Transition (EET), so ADDEV Materials has set up an additional CSR incentive for the sites already concerned by an incentive agreement, to encourage them to adopt eco-habits on a daily basis in their work and thus participate in the decarbonization of the company.



DECARBONIZATION, TAKING ACTION

ADDEV Materials joined the Bpifrance Decarbonization Accelerator and followed the "ACT Step by Step" methodology to define, with the management and operational teams, a climate strategy in line with its activities and positioning. Carbon reduction targets have been set and an associated action plan is being rolled out, focusing on decarbonizing operational activities, circularity of materials, "low-carbon" value added to products, and climate transition management.



Louise NADOBNY
CSR & Communication
Manager



SORT AND RECYCLE

REDUCING WASTE

At the France Découpe site, the waste sorting procedures on the production lines have been completely redesigned. Additional controls on the machines with strict adjustment procedures have resulted in a reduction of unnecessary material losses. Regular analysis of our waste is carried out in order to identify and continuously improve recycling channels. These actions have enabled the site to reduce the volume of waste by 20% compared to a 5% reduction in group waste in 2021.



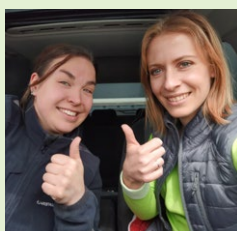
David CONSTANCE
Industrial Manager
France Découpe



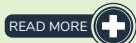
REDUCE OUR ENERGY CONSUMPTION AND CO2 EMISSIONS

SUSTAINABLE MOBILITY PACKAGE

The Sustainable Mobility Package is a great initiative by the group to encourage employees to use eco friendly transport to commute to work. And for those of us who already use carpooling to get to the site, this is another reason to keep going!



Camille BURTSCH
Storekeeper
Suzel FATH
Planner



CARBON REDUCTION TARGETS

As part of Bpifrance's Decarbonization Accelerator, ADDEV Materials has set carbon reduction targets in line with the Science-Based Targets (SBT) initiative and global warming limitation trajectories: -42% on scope 1&2 (1.5°C trajectory) and -25% on scope 3 (2°C "well-below" trajectory) in 2030.

scope 1&2
-42%

scope 3
-25%



REAL-TIME MONITORING OF ENERGY CONSUMPTION

In 2022, an innovative energy monitoring system was implemented in Zychlin, Poland, enabling the plant to optimize its energy efficiency, by combining photovoltaic panels and "Lean Manufacturing management". Thanks to this easy-to-use remote-control system, ADDEV Materials can monitor its energy consumption in real time, manage company cost optimization (reduction of up to 40%) and, more importantly, reduce the carbon footprint and thus limit global warming.



Dominik JAMIOLA
Poland Quality
Manager



FIGURES 2022

Download the methodology note 

CREATE VALUE

TAKE CARE

BREAKDOWN BY MARKET

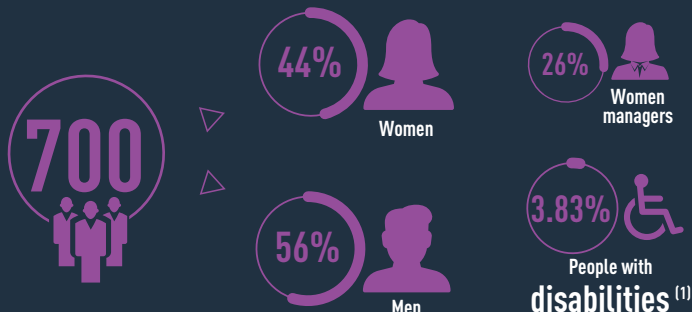
Aerospace & Defense



Mobility, Industries & Healthcare



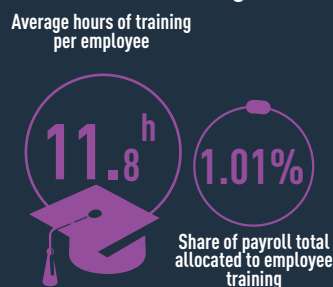
Employees



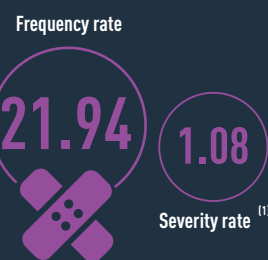
Purchases covered by a CSR approach



Training



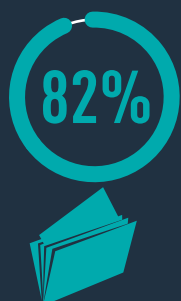
Work accident



MANAGE

PRESERVE

Employees* who have signed the ethical charter



Share of turnover from international sales



Total amount of energy consumed



Share of renewable energy



CO2 emissions scope 1 & 2



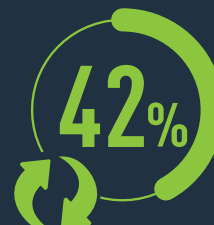
Number of corruption and cybersecurity incidents



Volume of waste sorted



Share of recycled waste



Volume of water consumed ⁽¹⁾



⁽¹⁾ France

*"exposed" employees: Management, Finance, Purchasing, Sales



CREATE VALUE

- ▶ **Serve** the client by the operational excellence
- ▶ **Innovate** and sell sustainable solutions
- ▶ **Purchase and source** with sustainability

MANAGE

- ▶ **Act** with transparency and honesty
- ▶ **Ease** the convergence
- ▶ **Co-build** and manage performance

TAKE CARE

- ▶ **Take care** of our employees
- ▶ **Develop** talents and competencies
- ▶ **Be an inclusive employer** by promoting diversity

PRESERVE

- ▶ **Build** an environmental management system
- ▶ **Sort and recycle**
- ▶ **Reduce** our energy consumption and CO² emissions