

Communication on Progress

2020/2021



SUSTAINABLE DEVELOPMENT GOALS



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Our engagement



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

« From the creation of SO BAG, I made the choice to articulate my company's strategy around the CSR criteria stemming from the ISO 26000 standard and the 10 principles adopted at the UN.

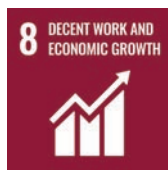
Convinced of the merits of the United Nations Global Compact, I made a commitment in 2014 to this universal framework of actions and today I reaffirm my commitment.

The 17 Sustainable Development Goals give us the way forward to create a more virtuous world responding to the global challenges we face such as those related to poverty, inequalities, climate, environmental degradation etc.

As the Global Compact France ambassador for the Bourgogne Franche-Comté region, we share our values and beliefs on a daily basis in our sphere of influence. We aspire to create a local dynamic by supporting our stakeholders to participate with us in achieving the 2030 agenda.»



Nicolas CHEVALIER
General manager



SO BAG

SO BAG is a French SME in the packaging sector and in particular large flexible bulk containers (big bag / FIBC / Flexible Intermediate Bulk Containers)

We design, produce and market these flexible packaging used for the storage and shipment of solid or powdered products for many industries (agri-food, chemicals, pharmaceuticals, steel, construction, waste, etc.).



Our production unit (2900m²) is located in Burgundy and brings together around thirty employees.

SO BAG is ISO 9001 and FSSC 22000 certified (Food Safety System Certification).



Our geographic proximity combined with the size of our company bring undeniable advantages for big bag users in terms of responsiveness, flexibility, adaptability and technical assistance.

To better serve our customers and thanks to our multidisciplinary team, our offer goes beyond the simple supply of packaging. From technical expertise (control of electrostatic risks, packaging safety (suitability for contact with food and European pharmacopoeia), transport of hazardous materials, etc.) to support in the adjustment of big bag filling and emptying stations via the manufacture of prototypes, the service offered by SO BAG is comprehensive and tailor-made.

Since our creation, we have focused on the development of innovative solutions to meet the needs of companies and 5 patents have been filed with our customers.

« The expertise and innovative spirit of our team allow us to develop tailor-made packaging solutions with high added value in order to improve the overall performance of our customers' industrial production chains, to optimize TCO (Total Cost of Ownership) in particular by optimizing logistics and transport costs, improving productivity and reducing the environmental impact of our packaging. » Explains Nicolas CHEVALIER

→ Give a virtuous meaning to our activity

SO BAG's CSR policy is intense: eco-design, waste recycling, optimization of the carbon footprint induced by transport, prevention of occupational risks, inclusion of disabled workers, employee well-being ... are all actions that SO BAG realizes on a daily basis.

We take our environmental responsibility very seriously and act to reduce the environmental impact of packaging, its origin, design and use.



As proof, our 2 current projects were launched in a rapidly evolving regulatory context (EC Directive n° 94/62 on packaging and packaging waste + anti-waste LAW 2020-105 for a circular economy and the 3R decree Reduction Reuse Recycling)

- The recycling of big bags and the introduction of recycled material
- The development of a big bag in 100% natural material

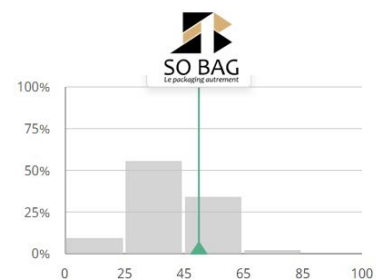
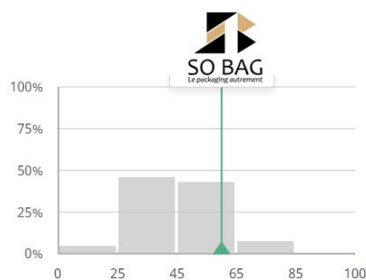
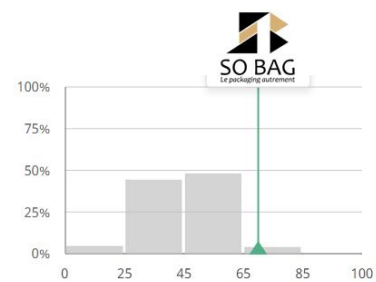
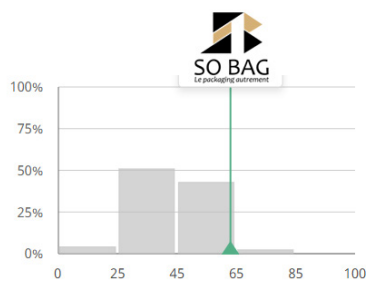
→ Social responsibility is an integral part of our corporate culture

In addition to our commitment to the United Nations Global Compact :

- We have been participating in the **ecovadis** CSR program since 2014

This assessment helps to monitor the social, environmental and ethical performance of global supply chains.

Our score of 63/100 underlines and rewards the actions we take on a daily basis. SO BAG is thus placed in the 91st percentile rank, which means that our score is greater than 91% of the 40,000 companies evaluated by EcoVadis.



- SO BAG has been labeled Empl'itude since 2019

Focused on employment and the sustainable contribution of companies to the economic development of their territory, this regional label highlights our actions and good practices in terms of employment, human resources and societal commitment.

A dozen companies have joined our ranks, bringing to 17 (and soon 20) the number of companies labeled Empl'itude in our Le Creusot Montceau area ... a region rich in responsible companies sharing our values and convictions.



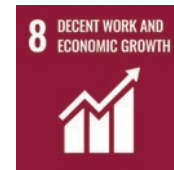


HUMAN RIGHTS

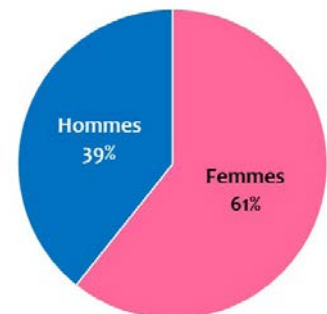
Principle 1 : Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2 : make sure that they are not complicit in human rights abuses.

SO BAG is committed to respecting and promoting human rights. The actions carried out in 2020 have contributed to the SDGs 1, 4, 5, 8, 9, 10, 11 et 17.



Our team is made up of 28 people, including 17 women and 11 men, from 3 different nationalities. The average age is 41 years old.



→ Sensitization of our stakeholders to CSR

Within the company

- Upon integration

SO BAG makes each new member of the team aware of good practices in terms of quality, hygiene, safety and respect for the environment. Awareness is carried out orally during integration and the information is transcribed in the welcome booklet.

- Continuous awareness

In addition, SO BAG runs monthly short periods (around twenty minutes) devoted to reminders of these good practices. Each member of the team participates in small groups to promote discussion. Beyond the quality of service and production, special attention is paid to working conditions. This action allows each employee to be involved in continuous improvement.

Within the value chain and our territory

- In addition to the communication we carry out on our products and services, we are always keen to explain our CSR approach and the many actions we carry out on a daily basis. The objective is to raise awareness in our sphere of influence among companies, communities, our partners and more generally our stakeholders. Communication on CSR has become a common thread for several years and actions are presented echoing the UN Sustainable Development Goals.

Global Compact France ambassador company for the Bourgogne Franche-Comté region



SO BAG has been committed since 2019 to bringing the values of the Global Compact to the Bourgogne Franche-Comté region.

We are committed to promoting the 10 principles and 17 sustainable development goals within our sphere of influence, for example in 2020:

- in collectives and business clubs : Empl'itude, APM, CMBC, LIANES, Vitagora...
- during a CSR meeting organized by the Bourgogne Franche-Comté Region. The 2 themes highlighted during this event were «Diversify your recruitments, develop responsible HR practices» and «Reconcile corporate purchasing and local impact»

- we intervened with BTS students in support of managerial action at Lycée Blum (Le Creusot 71) in order to explain to them our field experience and the responsible actions we carry out on a daily basis.

- like other Global Compact France ambassadors, we gave our testimony to a student from EDHEC Business School for her master's thesis «The integration of the united nations' sustainable development objectives at the heart of the business strategy of French companies ».

- working in conjunction with the Global Compact France team, we provided our testimony during the webinar organized in June 2020 on the « Covid-19 crisis & challenges for companies ».



➔ Fight against discrimination

The fight against discrimination is obviously integrated into SO BAG's HR policy. We pay particular attention to the principle of equal opportunities.

Partnership with an adapted company (company employing mostly disabled workers among its production workforce)

- Since 2019, we have chosen to integrate the laundry and cleaning of our premises internally. The mission is entrusted to the Adapted Company of the EPSMS of Vernoy (71), which makes it possible to create / perpetuate a job.



As the laundry is carried out in-house, no laundry is collected by a vehicle, which limits the carbon footprint and therefore acts favorably with respect to the environment.

Inclusion of a disabled worker in an ordinary environment

• 1 of our employees was hired in 2019 following a year of providing the Work Support Establishment and Service of the EPSMS in Vernoy (71). This year was necessary to train him and gradually bring him to a certain autonomy in his post. The missions entrusted have been adapted according to his capacities, so as not to put him in difficulty.

Partnership with a Work Assistance Establishment and Service (ESAT)

• Since 2013, SO BAG has annually entrusted non-woven fabric cutting work to the ESAT in Vernoy (71). These are subcontracting missions, carried out within ESAT itself by workers with disabilities.

• In 2020, a new collaborative educational project with ESAT du Vernoy (71) began. The goal is to allow their green space maintenance team to learn about permaculture. They will thus be able to develop their skills and offer this service to individuals and companies. SO BAG makes the land available and makes the necessary purchases. As this is a permaculture project - therefore respecting the environment (see further) - the year 2020 has been devoted to preparing the ground. Plantations are scheduled for a first harvest of vegetables in summer 2021.

10 ACTU MONTCEAU ET RÉGION

Mercredi 14 avril 2021

BLANZY

Après les "big bags", So Bag fera pousser des légumes

Sur ses espaces verts, à Blanzay, So Bag, entreprise de la Fiole, va implanter une parcelle de 150 m² en permaculture. La culture sera effectuée par les salariés de l'Esat (Établissement et service d'aide par le travail) du Vernoy. Un projet assez insolite en pleine zone industrielle.

Des hommes en train de travailler avec des fourches, une parcelle retournée, du bois à broyer... L'association de tous ces termes pour évoquer des jardins semble logique. Mais pas pour évoquer la zone industrielle de la Fiole à Blanzay. Et pourtant... Ici, une entreprise, So Bag, porte un projet de permaculture (lire par ailleurs), afin de cultiver courgettes, tomates, laitue, plantes aromatiques... Et ce de manière biologique.

Une serre de culture
Lundi, en fin de matinée, sur les espaces verts de l'entreprise So Bag (fabricants de big bags, lire par ailleurs), huit personnels de l'Esat (Établissement et service d'aide par le travail) du Vernoy travaillent la terre sur une zone de 150 m². « On devrait être prêts au mois de mai pour les premières cultures. L'année dernière, nous avons préparé le sol, en amenant de la matière organique », indique Yves Kapamadjian, chef d'équipe espaces verts. Ils ont amené entre 120 et 150 m³ de déchets verts pour le sol. Une serre devrait être installée à partir de septembre.

Mais pourquoi So Bag fait-il une action pareille ? « Nicolas Chevallier (le patron) est membre du conseil d'administration de l'établissement public social et médico-social, indique Yves Kapamadjian, nous sommes très inclusifs. Ici, nous avons du terrain libre, alors pourquoi pas ? » Cette installation permettra aux salariés de l'entreprise d'avoir gratuitement des fruits, des légumes, des plantes aromatiques, etc. « Nous travaillons depuis plusieurs années avec So Bag, confie Rosine Senneval-Bosset, la directrice adjointe. Le projet aurait dû commencer dès 2020, mais avec le Covid-19, il a pris un peu de retard.

« Ça va nous permettre d'apprendre »
« C'est un chantier école pour l'Esat. Ça va nous permettre d'apprendre et de proposer ce type de prestations par la suite chez les particuliers et les entreprises », reprend Yves Kapamadjian. « C'est innovant et motivant », assure Fabien Vinter, salarié de l'Esat. So Bag réfléchit à utiliser une autre partie du terrain pour faire pousser des arbres fruitiers par la suite.

Tristan AUBRY

REPÈRE
C'est quoi la permaculture ? La permaculture n'est pas nouvelle. Elle se traduit littéralement par la volonté de rendre possible une culture permanente. Les permaculteurs créent des écosystèmes durables, presque autonomes. On dit souvent que ces écosystèmes sont « désignés » en fonction du lieu où ils s'implantent (nature du sol, présence d'eau, ensoleillement, vent, interaction entre les espèces végétales, animales, etc.). La permaculture n'est pas seulement un mode de culture mais aussi un état d'esprit basé sur le soin apporté à la terre et aux espèces vivantes.

Yves Kapamadjian et de personnels de l'Esat (Établissement et service d'aide par le travail) du Vernoy devant (et sur) la parcelle de So Bag, qui va être cultivée en permaculture. Prochainement, le bois va être broyé afin d'apporter de la matière au sol. Photo JSL/Tristan AUBRY

So Bag, entreprise distinguée par la Région
Fondée en 2013, So Bag emploie une trentaine de personnes et fabrique des "big bags". Ils agissent en toile de polypropylène avec en plus une doublure en polyéthylène et une sangle. L'assemblage des sacs se fait grâce à des machines à coudre. Plus de 80% de la production est destinée à l'agroalimentaire et à l'industrie pharmaceutique. L'entreprise produit entre 10 000 et 14 000 big bags par mois, selon leur volume. Jeudi 4 février, l'entreprise a été distinguée lors de la cérémonie de remise des Trophées BSE (responsabilité sociétale des entreprises) à l'échelle de la Bourgogne - Franche-Comté, dans la catégorie droits de l'homme.
« Vos démarches de progrès permettent de dynamiser le territoire et d'encourager le développement social et sociétal et au respect de l'environnement mais aussi de contribuer aux objectifs de développement durable », indique Jean-Claude Lagrange, vice-président à l'Industrie à la Région lors de la remise des trophées aux bénéficiaires.
Pour les trois prochaines années, So Bag compte réduire son empreinte environnementale, utilisant des matières recyclées, ainsi que du lin et du chanvre pour une partie de sa production.

The companies of Saône-et-Loire are committed to the employment of the most vulnerable



• The «Businesses engage» club in Saône-et-Loire was officially launched in May 2021. Nicolas CHEVALIER, co-leader of the club, invested in the establishment of this club in 2020, the objective of which is to bring together companies and players in the field determined to create a more inclusive, sustainable and united society. For the 25 members of the club to date, this community will promote the creation of bridges between companies and the public in difficulty. It will also enable member companies to be equipped to meet their needs and facilitate access to employment for the most vulnerable groups.

Simulation recruitment method (MRS)



- Favoring the identification of the skills necessary for the workstation concerned, the Simulation Recruitment Method proposed by Pôle Emploi does not take into account the curriculum vitae, diplomas and experience.

A job analysis was carried out in our premises by Pôle Emploi. Exercises were thus constructed to evaluate the skills identified. They simulate significant professional situations by analogy. Several SO BAG employees participated in these tests in order to calibrate the results.

The candidates were invited to participate in a collective meeting to present the company and the working environment. Those wishing to continue registered for the tests and the candidates who reached the defined minimum score were interviewed by SO BAG.

→ SO BAG labeled Empl'itude

- Empl'itude is the first regional label in France promoting the actions and best practices of organizations in terms of employment, human resources and societal commitment.

Recognized in its territory for its good CSR practices, SO BAG was naturally one of the first 3 companies to be labeled in May 2019.

Since then, a dozen companies have joined our ranks, bringing to 17 (and soon 20) the number of companies labeled Empl'itude in our Le Creusot Montceau area ... a region rich in responsible companies sharing our values and convictions .



14 ACTU LE CREUSOT ET RÉGION
Lundi 20 mai 2019

LE CREUSOT Économie

L'entreprise So Bag met l'humain au cœur de son activité

Nourales aménagées, salle de bien-être, réveil musculaire avant le travail... L'entreprise So Bag, qui fabrique des sacs de grande taille à Blaisy, s'est vue remettre au Creusot un certificat Empl'itude qui valorise ses bonnes pratiques vis-à-vis de ses salariés.

Après l'instauration officielle, en décembre, du label Empl'itude (lire page suivante) porté par l'association Agire dans le cadre de la RSE (Responsabilité sociale des entreprises), les trois premières certifications ont été remises, en présence du maire du Creusot et président de la Communauté urbaine Creusot-Montceau David Marti, à des entreprises du territoire.

« C'est une entreprise où il fait bon vivre. »
Maryne Maillot-Davantage, chargée de projets label Empl'itude

Une des entreprises laudées, So Bag, implantée à Blaisy, était déjà très impliquée dans le domaine de la RSE qui « fait même partie de son ADN », précise Maryne Maillot-Davantage, chargée de projets label Empl'itude. « Nous avons déjà travaillé avec Agire et d'autres structures pour des embauches, des visites d'entreprises, des emplois d'avenir et nous avons constaté que nous avions les mêmes valeurs, explique Nicolas Chevallier, directeur général de So Bag. Four nous, l'essentiel est de mettre l'humain au cœur de l'entreprise. L'idée de participer à ce projet Empl'itude est venue tout naturellement et Astrid Bolot, assistante communication et marketing a travaillé avec moi à l'élaboration du dossier de candidature » il y a pris de la franchise au sein de l'entreprise, chacun y est responsable de son environnement de travail et prend sa part de responsabilité dans la réussite de la société.

Lauréate en 2018 aux Trophées des entreprises « C'est une entreprise où il fait bon vivre, souligne Maryne Maillot-Davantage, avec un aménagement des horaires permettant aux salariés de concilier au mieux vie professionnelle et vie personnelle, la création d'une salle bien-être et récemment l'instauration du réveil musculaire le matin, avec des séances de 15 minutes dédiées au réveil des muscles sollicités en cours de journée sur la chaîne de production. » En 2018, l'entreprise a été lauréate aux Trophées des entreprises organisés par Le Journal de Saône-et-Loire. Elle a reçu le trophée de l'innovation sociale. Et même si Empl'itude ne valorise pas les actions environnementales, il est à noter que So Bag fait de l'environnement une de ses préoccupations principales, agissant pour réduire l'impact environnemental induit par les emballages et adhérant à l'opération de nouvelles filières de tri et de recyclage.

Jean-Pierre COULEZ (CLP)

Le certificat Empl'itude valorise les bonnes pratiques

Créé en 2007 par l'association Emergence, qui anime le Plan local pour l'insertion et l'emploi (Pli) de Marseille Provence Métropole, Empl'itude est le premier label territorial en France qui « valorise les actions et les bonnes pratiques des entreprises en matière d'emploi, de ressources humaines et d'engagement social ». « Il a été instauré officiellement sur le territoire en décembre, au château de la Verrière, par l'association Agire du Creusot. Trois entreprises du bassin d'emploi local ont reçu leur certificat jeudi soir au château de la Verrière après s'être impliquées notamment dans toutes les phases de la labellisation : So Bag de Blaisy (fabrication de big bags) représentée par son directeur général Nicolas Chevallier, Iso Sign de Sainz-Eusèbe (concepteur, fabricant, fournisseur de produits et solutions routières horizontales et verticales) dont le directeur général Aly Adhiam était présent, et l'agence d'intégration du Creusot Bandstad, dont le responsable est Nicolas Stawski.

Astrid Bolot et Nicolas Chevallier de So Bag, Nicolas Stawski de Bandstad, Aly Adhiam, Nicolas Renaud, Anole Vandeputte et Bernadette Lemaire de Iso Sign. Photo IJL/Jean-Pierre COULEZ

Jean-Pierre COULEZ (CLP)

→ Communities and local development

SO BAG is a corporate citizen which, through its dynamism, provides support and involvement in its territory.

Associative sponsorship

- Each year, SO BAG responds favorably to around ten associative initiatives. In 2020, material or financial support was provided to sports clubs (football, tennis, swimming), cultural (radio), educational and health associations (friendly blood donation, telethon).

- Every year SO BAG and its employees support Operation Tulips Against Cancer by donating bags for the collection of 35,000 tulips planted by volunteers from the Lions Clubs of Montceau-les-mines and Val-Mont.

The material is provided by SO BAG and the employees got together to make the bags in their free time... thank you to them.

The funds raised by the sale of the tulips and bags are intended to support research, the sick and will allow the acquisition of medical equipment for hospitals in the region.



- During the covid-19 pandemic that hit us all, SO BAG mobilized by cutting nearly 300,000 masks. We collected 1 big bag of fabric scraps and naturally we gave it to the Red Cross of Montceau-les-Mines which resells the material by weight to finance aid to the most disadvantaged.



LE PETIT + The fabric is shredded and it is used as an insulation in construction.
A good example of a circular economy

LE PETIT + A clothing drive will be organized in 2021 with our employees for the Croix Rouge boutique. The clothes will be redistributed to the most disadvantaged or resold in their solidarity shop and the sums collected will finance food aid.

- 10% of the amount of orders placed in October 2020 on our site www.bagutil.fr were donated to the Ligue contre le Cancer as part of Pink October. We take this opportunity to thank our customers again for their orders during this period.



Participation in the financing of medical equipment

- Since 2013, SO BAG has supported the association A cap collected = a useful gesture. In 2020, 3m3 of canvas core caps, wire reel mandrels and caps collected by our employees were donated to the association. Sent to recycling, the amount collected by this collection is used to finance the purchase of medical equipment to help families affected by disability.



Development and attractiveness of our Territory

- Despite a health context which severely limited the organization of events in 2020, our local authorities - Communauté Urbaine Creusot Montceau - called on collective intelligence by leading a shared reflection for several months with partners from the economic world and driving forces of the territory.

SO BAG actively participated in this collective momentum

- Participation in working groups and field surveys
- Proposal of ideas, actions, axes of development
- Testimony during a workshop dedicated to cooperation between large companies and SMEs

50 actions have been developed for a new economic dynamic in our territory.



→ Data protection



- In 2020, we finalized our GDPR compliance - General Data Protection Regulation - in accordance with the European reference text:

- the register and regulatory activity sheets describing the flow of collection and transfer of personal data
- the procedure for managing security incidents and personal data breaches
- information to our suppliers and subcontractors
- raising awareness and informing our employees about the legislative framework and the importance of protecting this data



LABOUR

Principle 3 : Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

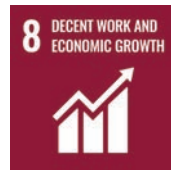
Principle 4 : the elimination of all forms of forced and compulsory labour;

Principle 5 : the effective abolition of child labour; and

Principle 6 : the elimination of discrimination in respect of employment and occupation.

Quality of Life at Work is an integral part of SO BAG's social policy. For Nicolas CHEVALIER, you have to be innovative in the way you manage because the staff are the company's greatest asset: taking care of them, developing their skills and providing them with a stimulating work environment constitute the guidelines of our approach.

In 2020, the actions carried out contributed to the SDGs 3, 4, 8, 9, 10 et 17.



→ Quality of Life at Work

Prevention of occupational risks and workstation layout

- SO BAG finalizes an occupational risk prevention contract with the CARSAT (Caisse d'Assurance Retraite et de la Santé Au Travail) Bourgogne Franche-Comté. Among the actions selected
 - reduction of dust pollution with the installation of a fabric dust collector,
 - the limitation of manual handling with the acquisition of automatic roll storage / unwinder, constant height bins, tilting stackers, automatic stacker,
 - improving the ergonomics of workstations with the motorized heightening of the sewing station supply tables.

- One of our seamstresses has 35 years of experience in making big bags. The repetitive gestures, of great amplitude, requiring strength ... have left traces on her shoulders and wrists. Also, it was decided to set up her workstation. For this, we worked with occupational medicine and an occupational therapist. Since 2020, she has been dedicated to the preparation (making chutes, caps, bottoms and straps for big bags). She is also dedicated to making samples and for this mission, her rich experience is undeniable while relieving her of the pace.

Personal Protective Equipment

- Each new employee receives PPE - Personal Protective Equipment on arrival, and special attention is paid to earplugs, as they are made to measure.

Working environment

- Our employees work in a renovated and expanded environment in 2019. The production space is larger and brighter than before. Working conditions have thus been significantly improved.
- The offices, cloakrooms and refectory are new. The latter opens onto a large terrace which allows employees to eat indoors or outdoors as they wish.



The outdoor furniture was manufactured by disabled employees of a neighboring ESAT (Le Breuil 71).

➔ Health of our employees

Prevention of Musculoskeletal Disorders and Muscle Awakening

- Our team attended a PRAP Prevention of Risks related to Physical Activity training in 2019. By becoming actors in prevention, our employees participate in improving their working conditions :
 - they understand the risks of their profession and the importance of prevention,
 - they deepen their knowledge of the human body and its limits,
 - they observe their work and identify what can harm their health,
 - they participate in their prevention and in controlling the risks of occupational accidents.
- A new session will be organized in 2021 for new employees.

As a result of this training and in order to prevent Musculoskeletal Disorders (MSDs), SO BAG has chosen to institute a daily muscular awakening session during working time before employees take up their positions.

Local sports educators (Creusot Défi 2000) came to analyze the work postures. They defined the exercises adapted to the working postures and accompanied us during the first 4 months each morning.



Mardi 28 mai 2019

ACTU MONTCEAU ET RÉGION 17

BLANZY Entreprises

Chez So Bag, tout le monde pratique le réveil musculaire

Comme un rituel bien installé, chez So Bag, chaque journée de travail débute par une activité de réveil musculaire. L'idée est de favoriser le bien-être au travail, notamment en matière de préservation de la santé physique, mais également la cohésion de l'équipe.

So Bag revendique « un packaging autrement ». On pourrait rajouter que le management, lui aussi, se différencie de la plupart des entreprises, toutes tailles confondues. Depuis le 1^{er} avril, « et ce n'est pas une blague », précise-t-on du côté de la société, tous les salariés, même le directeur général, se livrent à un tout nouveau rituel qu'ils semblent apprécier de plus en plus. « Chaque jour, à la prise de poste, à 8 heures, l'ensemble des collaborateurs de l'entreprise participent, en groupe, à une séance de réveil musculaire », explique Astrid Bolot, responsable marketing et communication.

L'humain au cœur de l'entreprise

« Chez So Bag, nous sommes très attachés au bien-être au travail et à la santé des salariés. Il s'agit de composantes essentielles de la réussite des entreprises. Nous devons avoir à l'esprit que la principale richesse est leur potentiel humain, représenté par les salariés. D'autant qu'ici, la nature même des opérations nécessaires à la fabrication des produits « demande de grandes amplitudes gestuelles. Il faut donc tendre vers une diminution des troubles musculosquelettiques », poursuit Astrid Bolot, elle-même en bonne place dans la file des gymnastes du quotidien.

Favoriser la cohésion d'équipe

Par ailleurs, ces séances de réveil musculaire ont deux autres vertus : « Développer l'esprit d'équipe ainsi que la solidarité entre les salariés à travers des activités collectives. Ces moments de partage entre toutes les composantes humaines de l'entreprise favorise la cohésion d'équipe. »

Dans son approche, So Bag fait appel aux compétences de Creusot Défi 2000, dont l'un des éducateurs, Mickaël Sarrazin, intervient chaque semaine sur le site de Blanzay. Le pré :

« Je propose au personnel un réveil musculaire d'une dizaine de minutes. Cet échauffement matinal est réalisé sous forme d'exercices ludiques, avec des accessoires ou non. Il s'agit d'une préparation de leur corps, articulaire et musculaire, mais aussi mentale, avec des exercices de concentration. »

Philippe GALLAND

Des sacs oui, mais dans les grandes tailles

« So Bag est une PME (petites et moyennes entreprises) française, implantée en Bourgogne depuis 2012, rappelle Nicolas Chevalier, directeur général de l'entreprise de Blanzay. Nous sommes fabricant et concepteur de grands récipients vrac souples (GRVS) ou "big bag" (grand sac). Notre choix stratégique se porte sur le développement de solutions innovantes, et sur mesure, pour répondre aux besoins spécifiques de nos clients. Quatre brevets ont déjà été déposés, depuis notre création. » So Bag emploie 25 salariés. « Nous avons mis en place un système de tutorat. Deux personnes, qui bénéficient de trente ans d'expérience, encadrent notre personnel, dans ce qui s'apparente à des métiers particuliers », explique pour sa part Astrid Bolot. Du site de production de

150 000

C'est le nombre de "big bag" fabriqués par l'entreprise chaque année.

Blanzay sortent 150 000 "big bag" par an. « Nous sommes sur des produits innovants, insiste Astrid Bolot. Le dernier en date est un "big bag" destiné à l'hélicoptère, d'une contenance de 1 500 kg. Nous développons par ailleurs une activité de négociation de produits moins techniques dont la production est délocalisée. »

« Adapter le programme d'activités physiques à chaque entreprise »

Creusot Défi 2000 propose, outre ses activités de formations aux métiers d'animateur et d'éducateur sportif, un programme d'activités physiques à destination des entreprises. « Ce programme est adapté aux spécificités de chaque entreprise. » Ce nouveau marché ouvre de belles perspectives à la société.

« Jusque-là, les activités s'adressaient à des structures promouvant les activités physiques ou sportives : structures de vacances, bases de loisirs, villages vacances, accueils collectifs de mineurs, collectivités territoriales, comités d'entreprise, notamment », explique Thibaud Survivet, directeur de CD 2000.

Mickaël Sarrazin est éducateur sportif chez Creusot Défi 2000. Il intervient chaque semaine chez So Bag.

Photo JSI/Philippe GALLAND

CONTACT: Thibaud Survivet au 03.85.80.15.56. Mail : survivet.thibaud@creusotdefi.fr.



The animation continues today and the initiative of SO BAG was honored in 2020 in a report by France 3 Television Bourgogne Franche-Comté on well-being in the workplace.

New complementary health insurance

- Since the creation of SO BAG, each employee has benefited from health protection through the company with the possibility of including their family.

As of January 1, 2020, the change of insurance made it possible to benefit from enhanced health coverage with improved coverage by the company and an out-of-pocket charge for employees less than 2019.

→ Education

Integration of newcomers

• Several tutors are appointed within SO BAG. With solid experience in the making of big bags, these employees are responsible for supporting and training new arrivals. They support them until they take up their own post; this requires precise explanations of the manufacturing process, technical advice or even working tips.

📺 Since 2019, we have supplemented this training with video tutorials to point out specific practical gestures.



Formation continue



- Beyond integration, skills development is part of our missions. So and for the employees who so wish, SO BAG is studying the training possibilities.

In 2020, Yohan, our Quality Assistant, brilliantly completed a diploma course to upgrade skills and take on the post of “QHSE Management Systems Manager”.

Arrived in 2014 at the big bag control and closing post, Yohan first started training as a quality assistant in 2016. He explains «following various discussions with Nicolas, I felt that some doors could open if I wanted it. I expressed my desire to grow within the company and since what revolved around product quality aroused my curiosity I volunteered to assist Céline. The objective was to be a real relay in the field and to bring quality to life within the company. All of this with the support of Céline and who, depending on what I learned, left me more and more autonomy in my assignments.» In 2019, Nicolas suggested that I go further with a diploma course. Together, we found a work-study license at the CCI de Beaune. The training took place from October 2019 to September 2020 at a rate of 5 to 8 days per month in a center and the rest in a company.

« Compared to other trainees, I was fortunate to have a quality assistant position. SO BAG was 9001 certified and I was able to participate in the transition to the 2015 version of the standard. On the other hand, we had a big project with the FSSC 22000 certification and the implementation of the SMSA (food safety management system). I managed this project independently which allowed me to gain self-confidence and learn faster.»

We would like to congratulate Yohan on his diploma and more generally for his career. «I'm happy and proud to be part of this adventure and of this team. It is humanly strong and completely crazy what has been achieved since 2014 within SO BAG. Thanks to Nicolas for believing in me and to the whole team for their daily investment in our company. I realize how fortunate I am to work in a company that is constantly on the move.»

After the FSSC 22000 certification, Yohan is focusing on new projects with digitization, decarbonation and the 5S project. All this with the aim of continuing to strive for excellence and generally to enhance our work.

Welcoming students

- Every year, SO BAG welcomes internship students. In 2020, we had Hugo by our side as part of his Technician’s Certificate in Electrical engineering (Lycée Parriat à Montceau 71), Diego, Zakaria and Nolan in Maintenance Professional Bachelor (Lycée Haigneré à Blanzay 71) as well as Estelle in clothing for her Professional Certificate in fashion professions (Lycée Blum à Le Creusot 71). At the start of 2021, Estelle returned for her second internship and we also welcomed Charles as part of his degree in Physical Measurements (IUT Le Creusot 71).



Sponsorship for educational innovation

- SO BAG supports the project VRAI « Village Ressource Apprenant International ».

This new place of learning located on the university campus at Le Creusot (71) brings together public and private actors ... both resources and learners.

Based on an author-project pedagogy, the actors come to share their expertise, their experiences and backgrounds, but also the development projects of their structures.

This collaborative workspace makes it possible to stimulate innovative projects in our industrial territory and we are happy to contribute to them.



Sensibilisation des étudiants à la RSE

- SO BAG intervened with students in support the managerial action of the Lycée Blum (Le Creusot 71) in order to share our field experience and the CSR actions we carry out on a daily basis.

Their teachers gave us this feedback : « Here are the students’ comments: ✍ the intervention was

very enriching, we understood what CSR is and how it is practiced in companies... ✍ these are actions that can change the world... ✍ CSR

makes it possible to adopt good behavior, it provides benefits to employees... ✍ at SO BAG all staff are mobilized... ✍ at SO BAG a lot

of resources are put in place... ✍ collaborate with French companies is an important action in our eyes because the ecological impact is

very important... ✍ companies should invest more, too bad there is little communication... ✍ SO BAG is a company with real values, this is

important from a human point of view and from an ecological point of view... ✍ this motivated us to work in a company that practices CSR to

grow professionally... ✍ when we work we will take action if the company does not practice CSR. They all thank you for your intervention.

I find that the intervention of a professional is essential in our sometimes too theoretical teaching and our examples are never worth everyday situations.

Regarding CSR, I share certain opinions of my students, in particular the fact that all these actions can change mentalities and ways of acting not only in the workplace but also in everyday life. As you said, CSR is put into practice because it is your beliefs. We can also teach people to be more «responsible».

What I find unfortunate is the fact that there is little communication about the involvement and actions taken in some companies like yours. »





The health crisis linked to Covid-19 has affected us all ... confinement, social distancing measures, closure of European borders ... like any company, SO BAG had to face strong constraints and show agility to maintain our activity .

For us, the key word was responsiveness. By the end of February (so well before french confinement), everything accelerated. Faced with events in Italy, and in other regions of the world, we have chosen to strengthen the rules of hygiene in the company; this before national measures force us to do so. This anticipation has enabled us to carry out this reinforcement more calmly, since it was not suffered in an emergency and since we work for the food and pharmaceutical industries, our employees were already aware of these health rules.

Our workload has increased significantly during this time of crisis. We had to review our production planning, prioritize our customers in the agri-food and pharmaceutical sectors who had urgent needs... our biggest challenges were managing raw material supplies and transport.

Managing the pressure of the health crisis is only possible with united and calm teams. We had to reassure but also relieve our employees in the management of their suddenly turned upside down daily life. Distribution of masks and hydroalcoholic gel for employees and their families, daily delivery of bread and lunch trays, weekly orders of fruit and vegetables, printing of children’s homework ... It was vital to make life easier for our employees and allow them, when they are at their place of work, to have peace of mind in relation to their family.

Of course, we are committed to meeting national health needs. Several fronts have been carried out in addition to our usual big bag manufacturing activity. Thus, we participated in the making of 15,000 solidarity gowns for the Dijon University Hospital in Burgundy, we cut nearly 300,000 masks, largely for an integration structure which developed its clothing workshop and we worked on a mask project with the local textile industry.

Social actions for our employees

Our employees benefited in 2020 from various social actions :

- a COVID purchasing power premium
- holiday vouchers in June, gift vouchers for Christmas and for births

lejournal Actualité En Saône-et-Loire Sport Magazine Culture - Loisirs Jeux Grand Format ABONNEZ-VOUS

Blanzy - Entreprise/solidarité
Covid : So Bag a fabriqué des centaines de milliers de masques et 15 000 blouses

Par T.A. - 09 juil. 2020 à 19:36 | mis à jour le 15 juil. 2020 à 14:17 - Temps de lecture : 2 min

Axa Creusot, représenté par Laurent Doucet (chemise blanche), a remis un chèque de 3 000 euros à So bag. Photo Tristan ALIBÉY

La solidarité n'est pas un vain mot chez So Bag, en période de crise sanitaire due au Covid-19.

Après un agrandissement terminé en septembre 2019, l'entreprise, qui fabrique des big bag (gros sacs en toile de polypropylène) à destination de l'agroalimentaire, s'était doté d'une machine à découpe laser deux mois plus tard.

Cette machine a servi à la découpe, jusqu'ici, de près de 240 000 masques. "Nous recevions le tissu, le découpons et le renvoyons, explique Nicolas Chevallier, le fondateur et patron de So Bag. La plus grande partie des masques découpés a permis de faire travailler un atelier de confection d'une entreprise d'insertion du bassin dijonnais." Pour découper ces masques, l'entreprise tournait même le dimanche. Une partie a été aussi offert par So Bag : " Nous ne faisons pas payer si les masques étaient distribués gratuitement."

So Bag a également participé, avec une quinzaine d'autres entreprises, à la fabrication de 15 000 blouses destinées au centre hospitalier universitaire de Dijon. So bag s'est notamment occupé des lacets des blouses. Un geste gratuit de l'entreprise.

Axa Creusot, gérée par Laurent Doucet, a remis un chèque de 3 000 euros à So Bag pour les soutenir de ce geste solidaire : « Je savais que So bag s'était mobilisé très rapidement dans la découpe de masques et j'ai pu établir le dossier d'aide auprès d'AXA France. Je suis très heureux qu'une PME de notre bassin bénéficie de ce soutien financier, qui est un juste retour face aux investissements et temps passés par l'équipe. » Axa Creusot a fait pour environ 30 000 euros de gestes commerciaux ces derniers temps pour ces clients, en raison de la crise du Coronavirus.

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ENVIRONMENT

Principle 7 : Businesses should support a precautionary approach to environmental challenges;

Principle 8 : undertake initiatives to promote greater environmental responsibility; and

Principle 9 : encourage the development and diffusion of environmentally friendly technologies

SO BAG's societal involvement with the environment is enshrined in its quality policy. Indeed, as a supplier of plastic packaging, we must be aware of the impact that our activity can have from an environmental point of view. Preventing pollution, limiting the use of raw materials and resources or even better managing our waste are our guidelines. We are therefore committed to working on new concepts that are cleaner, less polluting and provide sustainable solutions.

The actions carried out by SO BAG in 2020 have contributed to the SDGs 3,6, 7, 9, 11, 12, 13, 14, 15 et 17.



→ Decarbonization / Energetic transition

Optimization of the carbon footprint induced by transport

- Limiting greenhouse gas emissions is one of SO BAG's concerns, and transport optimization is a key factor. Also, since 2020 we have been using multimodal logistics combining rail, river and road transport modes.



Energy transition of our production site

- We have subscribed to EDF's Opti'Impact CO2 Service. To this end, an audit of our factory was carried out by a decarbonisation expert who made it possible to establish a CO2 photograph of our production site at the end of 2020. Several actions were recommended aimed at saving 30% of our CO2 production. and the first areas chosen are electric mobility (4 charging stations + 2 company vehicles), the installation of solar panels to tend towards energy self-consumption or even heat recovery.

→ Responsible consumption

- Concerned about the sustainable management of water resources, SO BAG has a 30,000-liter rainwater recovery tank. The water collected in this way is used for cleaning plastic pallets and clichés for the personalization of big bags, for the maintenance of green spaces and it supplies sanitary facilities.



- Quite naturally, since 2019 we have subscribed to a 100% renewable green electricity contract. And the last fluorescent tubes were replaced in 2020 by LED lights.

- We have been optimizing the use of paper for many years and use paperless as much as possible.
- Our employees also make their contribution. In the refectory, everyone has their reusable mug and cutlery. Several bins have been installed to sort plastics, cardboard boxes, batteries, household waste. Organic food waste is recycled in a composter. Finally, the paper towel is over, instead of dish towels and fabric hand towels ... washable and reusable.

→ Waste

The goal of SO BAG is to move towards zero landfill. To this end, we are looking for as many recycling channels as possible for our waste.

And when a new channel arises, we do not hesitate to promote it in our sphere of influence.

waste sent for recycling in 2020	
5340 kgs	paper and cardboard
2380 kgs	polyethylene cover
9080 kgs	polypropylene canvas
854 kgs	glassine and strapping links



The glassine and the strapping links are upgraded by Les Valoristes Bourguignons who employ people in situations of exclusion. Also, not only are we taking action to reduce our waste going to landfill, but we are also helping to create jobs for this inclusive association.

2 new upgrading channels in 2020

- In our big bag production workshop, our employees wear caps and (for men) beard warmers. The first shipment for upgrading was made at the start of 2021.



- 1 cigarette butt thrown on the ground and carried away by the waters will have every chance of reaching the seas and oceans. It pollutes up to 500 L of water on its own! Based on this observation, we decided to collect the cigarette butts of our employees and visitors. The first 5 kg drum was sent to Brittany for the MéGO recycling plant! who transforms cigarette butts into furniture.



→ Biodiversity

- For the third consecutive year, we are continuing the sponsorship of 2 beehives located in Languedoc Roussillon. This action makes it possible to take concrete action to save bees and create new colonies. The 2020 harvest amounts to 24kgs of honey and we are happy to offer a jar to our employees and customers.



- In 2020, a collaborative educational project with ESAT du Vernoy (71) began. Coordinated by 1 educator passionate about permaculture and in charge of a green spaces team, the objective is to train ESAT employees so that they can eventually offer this new service to individuals and businesses. SO BAG makes the land available and makes the necessary purchases. As this is a permaculture project, the year 2020 was devoted to preparing the ground with, in particular, the contribution of green waste. It was interesting to let nature flourish and see which plant species would coexist with the vegetable garden. The plantations are scheduled for a first harvest in summer 2021. The vegetables will be available to SO BAG employees.



→ We support them



- The SNCF passenger loyalty program allows us to provide support to associations. In 2020 our choice fell in favor of the France Nature Environment Federation.

- Earthwake is working to stem the proliferation of plastic waste by turning it into a source of energy.

Their machine, called Chrysalis, is capable of transforming PP and PE type waste into fuel. After several years of R&D, the system is operational and constitutes an interesting circular economy model.



- Néolithe transforms the waste now destined for incineration or landfill into mineral aggregates that can be used in the construction industry.

Their machine, a fossilizer, can be installed on any terrain and allows waste management to be relocated. : a local authority can treat household waste on site and a factory can upgrade its non-hazardous industrial waste just a stone's throw from its production site.

→ Thanks to our products & developments

We take our environmental responsibility very seriously and act to reduce the environmental impact of packaging. We are therefore committed to offering new products whose design provides a response to the environment.

- Clic'BAG and Clic'BAG Amiante are 2 big bags patented in partnership with Véolia. Since 2016, they have been providing an all-in-one, simple and fast solution to improve sorting at source, collect and dispose of construction waste.



- QVinci and QVinci liner were developed in particular with the aim of optimizing the loading of trucks. These big bags do not deform like standard big bags. They tend towards a cubic rather than cylindrical shape and therefore allow a better space requirement on their pallets. In addition to improved safety, our customers can better load their trucks, transport more big bags and therefore limit the number of transports, which has a strong impact on reducing the carbon footprint.



**Up to 25% more product in trucks
positive impact on carbon footprint**

- The big bag type BL3 was developed for the packaging of powders in an ATEX 21-22 environment. Handling of powders can be dangerous due to the build-up of electrostatic charges which will cause a spark and ignite the powders. Conductive or dissipative big bags are commonly used and the alternative offered by the BL3 type from SO BAG has the particular advantage of not containing carbon, which makes its material easily recyclable.

A patent has been filed in joint ownership with the Roquette group.



- HELINNGO is a big bag developed in 2019 and specially adapted for helicopter operations.

Its particularity is that it is 8/1 approved, which allows its reuse and thus limits waste. In fact, the big bags usually used in helicopter operations are single-use, which quickly generates waste.

It should be remembered that the transport of loads by helicopter imposes the most stringent safety conditions and HELINNGO responds to the recommendation of the Guide to good practices drafted by the Professional Organization for the Prevention of Building and Public Works.

Several helicopter companies have adopted HELINNGO as well as 2 regional nature parks for their operations to clean up and preserve mountain ecosystems.

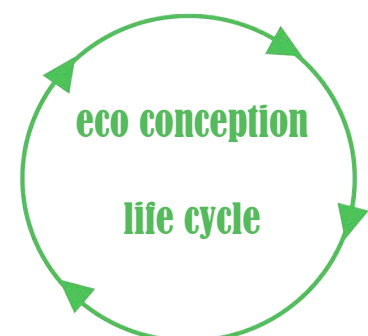
- We are also proud to participate alongside Wave Bumper in the preservation of coastal ecosystems. Indeed, our big bags are used as a removable dyke to protect the coastline from the risks of marine submersion.

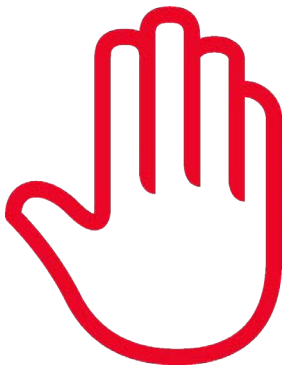


- We take our environmental responsibility very seriously and act to reduce the environmental impact of packaging, its origin, design and use.

As proof, our 2 current projects were launched in a rapidly evolving regulatory context (EC Directive n° 94/62 on packaging and packaging waste + anti-waste LAW 2020-105 for a circular economy and the 3R decree Reduction Reuse Recycling)

- The recycling of big bags and the introduction of recycled material
- The development of a big bag in 100% natural material





ANTI-CORRUPTION

Principle 10 : Businesses should work against corruption in all its forms, including extortion and bribery.

SO BAG is committed to having impeccable business ethics and promoting fair practices in the choice of its suppliers and even its customers.



→ Supplier Code of Conduct

In 2019, we established a code of conduct for our suppliers. The latter defines the ethical, social and sustainable development principles to which SO BAG adheres and wishes its suppliers to comply. In order to build long-term relationships, we want to work with partners who share our values and we encourage our suppliers to implement a Corporate Social Responsibility approach. By signing this code of ethics, our suppliers undertake to comply:

- human rights and international labor standards
- the safety and health of their employees
- to the environment
- fair practices

→ Responsible purchasing

As a compliant supplier, SO BAG has received the Provigis Supplier label. This label is awarded by Provigis, member of the National Federation of Trusted Third Parties and mandated by some of our clients to collect the legal documents necessary to prove the compliance of our legal file (Art. D8222-5 of the French Labor Code): registration company and regularity of social contributions.



→ Audits 2020

2 audits were carried out at SO BAG by external organizations :

- AB certification for a renewal audit of our ISO 9001 certification
- Bureau Veritas for our new FSSC 22000 certification (Food Safety System Certification)

In addition, 6 field audits were carried out (5 internally + 1 by Cerex Agro) as part of our quality certification. This QHSE assessment system has been in place since 2015.

→ Health / food security

The tenth and final principle of the United Nations Global Compact calls on companies to act against corruption in all its forms.

We believe it is important to integrate food security into this global principle. Indeed, the products we manufacture must be safe for the health of consumers and in particular for packaging intended for the food and pharmaceutical industries.

SO BAG has been FSSC 22000 (Food Safety System Certification) certified since 2020 and beyond good manufacturing practices and hygiene rules guaranteeing the non-contamination of our packaging, we respect the Food Fraud and Food Defense systems. These 2 elements of the quality management system make it possible to guard against intentional risks and malicious acts and our entire team has been trained.





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