



**COP 2023**

# COMMUNICATION ON PROGRESS

ANNUAL REPORT

2023

## *Presentation of SO BAG*



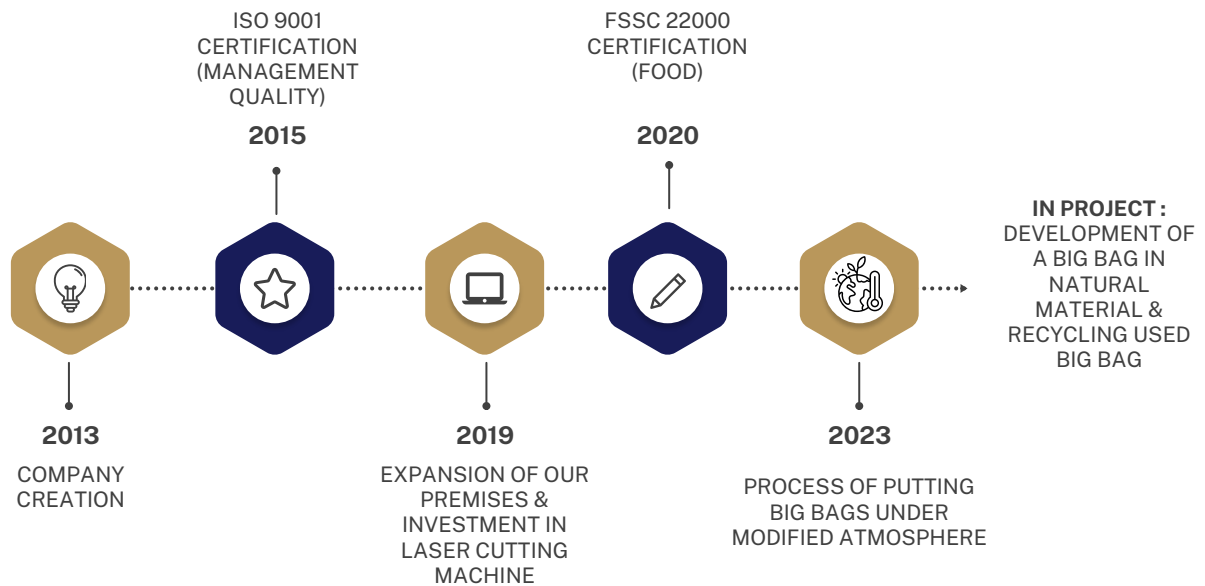
SO BAG is a French SME in the large-capacity big bag-type packaging (GRVS) sector. We design, produce and market these flexible packaging used for the storage and shipping of solid or powder products for many industries. Our production unit is located in Burgundy and brings together around thirty employees. SO BAG is ISO 9001 and FSSC 22000 (food safety) certified.

Since our creation, we have focused on the development of innovative solutions to meet the needs of businesses and 5 patents have been filed with our clients. Our geographical proximity combined with the size of our company provide 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.

We are naturally committed to the framework of universal actions proposed by the Global Compact because the 17 Sustainable Development Goals provide the way forward to create a more virtuous world responding to the global challenges we face such as those linked to poverty, inequalities, climate, environmental degradation etc. Eco-design, waste recycling, decarbonization, energy transition, prevention of occupational risks, inclusion of disabled workers, employee well-being... are all actions that SO BAG carries out with conviction on a daily basis. We participate in the EcoVadis CSR assessment program which tracks the social, environmental and ethical performance of global supply chains.



## SO BAG IN SOME KEY DATES



## SO BAG IN A FEW KEY FIGURES

**100%**

French  
shareholding

**30**

Employee  
S

**including 20**

In production

**7m€**

THAT

**800**

Clients

**5**

Patents

**1500**

Product  
references



# CSR Commitment & Support for the Global Compact

Since its creation, SO BAG has always been committed to a corporate social responsibility (CSR) approach. In 2014, we formalized this commitment by joining the United Nations Global Compact, an initiative aimed at encouraging companies to adopt responsible practices regarding human rights, labor standards, environment and the fight against Corruption.

Our adherence to the Global Compact has resulted in the implementation of a CSR policy structured around the criteria of the ISO 26000 standard and the 10 principles of the Global Compact. We have also integrated the Sustainable Development Goals (SDGs) adopted by the UN into our business strategy, in order to contribute to the creation of a more sustainable and fairer world.

In 2019, we strengthened our commitment by becoming an ambassador company for Global Compact France for the Bourgogne Franche-Comté region. This approach has allowed us to promote CSR values and good practices in our sphere of influence and to raise awareness among our stakeholders of the importance of social responsibility.

des **10 PRINCIPES** du Global Compact  
aux **17 OBJECTIFS** de Développement Durable  
des Nations Unies



Since then, we have continued our CSR efforts, implementing concrete actions to reduce our environmental impact, improve the working conditions of our employees and contribute to the economic and social development of our region. We are convinced that our CSR commitment is a lever for performance and sustainability for our company.

# KEY ACTIONS



REDUCTION OF  
ENVIRONMENTAL  
IMPACT



IMPROVEMENT OF  
EMPLOYEES' WORKING  
CONDITIONS



CONTRIBUTION TO  
ECONOMIC AND  
SOCIAL  
DEVELOPMENT

# *Environmental*

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## Impact Reduction



Establishment of multimodal logistics combining rail, river and road transport modes to limit greenhouse gas emissions linked to the transport of goods.



Integration of activities previously subcontracted on the production site to limit transport.



Installation of a rainwater recovery tank for sustainable management of water resources.



Optimization of the use of paper (dematerialization of pay slips, exchange of computer data, etc.).



Raising employee awareness about waste reduction (selective sorting, composting, etc.).



Sorting and recycling of waste (paper, cardboard, polyethylene cover, polypropylene canvas, polyethylene/polypropylene pallets, glassine, etc.).



We have installed solar panels, optimized our energy efficiency and used 100% green energy.



Prevention of professional risks  
(professional risk prevention  
contract with CARSAT, PRAP  
Prevention of Risks linked to  
Physical Activity training, etc.).



Individual Protective  
Equipment (PPE) for each  
employee (tailor-made  
earplugs, annual restocking of  
PPE, etc.).



Company mutual insurance  
with the possibility of including  
the employee's family.



Integration of newcomers  
(tutors, video tutorials, etc.).



Continuing training ("QHSE  
management systems manager"  
training for the Quality  
assistant, etc.).



Internal communication  
(digital collaborative platform,  
ideas box, etc.).



Social actions (purchasing  
power bonus, holiday  
vouchers, gift vouchers,  
convivial meals, group  
purchases, etc.).

## *Improved Working*

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## Conditions

# *Contribution to*

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## *Economic & Social development of the Territory*



Associative sponsorship  
(support for sports, cultural,  
health clubs, etc.).



Participation in financing  
medical equipment to help  
families affected by disability.



Patronage for educational  
innovation (support for the  
VRAI “International Learner  
Resource Village”) project.



Welcoming internship  
students.



Development and  
attractiveness of the Territory  
(founding member of LIANES,  
participation in a Foresight  
Management of Jobs and  
Skills approach in the  
Territory, participation in  
professional fairs, etc.).



# GOVERNANCE



# GOVERNANCE

## Quality Management

Since its creation, SO BAG has chosen to base its strategy around quality, continuous improvement, innovation and sustainable development. This approach was achieved by obtaining several certifications, such as ISO 9001 certification and FSSC 22000 certification (food safety).

Our quality management system is based on several fundamental principles:

- **Listening to and satisfying our customers:** we do everything we can to meet the needs and expectations of our customers, by offering them quality, innovative products and services adapted to their needs.
- **Continuous improvement:** we continually seek to improve our processes, products and services, based on performance indicators and regular audits.
- **The involvement and empowerment of our employees:** we encourage our employees to get involved in the quality approach, by giving them the means and resources necessary to carry out their missions and by involving them in decisions that concern them.
- **Compliance with regulatory and normative requirements:** we ensure that we comply with all the regulatory and normative requirements applicable to our activity, as well as the commitments we have made to our stakeholders.

In addition to these fundamental principles, we have implemented several tools and practices to ensure the quality of our products and services, such as:

- Detailed procedures and instructions for every key business process.
- Regular checks and tests of our products and equipment.
- Regular training and awareness raising for our employees on quality and food safety issues.
- Regular management reviews to assess the performance of our quality management system and define improvement actions.

Thanks to this rigorous and continuous quality approach, we are able to offer our customers quality products and services, meeting their expectations and regulatory requirements. We are convinced that our commitment to quality is a key factor in our success and sustainability.



# GOVERNANCE

## *Code of ethics*

SO BAG has always attached great importance to ethics and corporate social responsibility (CSR). Since its creation, the company has been committed to respecting strong values such as integrity, transparency, respect for human rights and the environment.

In 2023, we updated our ethics charter to be even more aligned with our CSR and sustainable development objectives and the UN objectives.

This ethical charter expresses our societal, social and environmental commitment. It defines the basic rules and guidelines in terms of corruption, influence peddling, conflicts of interest, money laundering, competition, fraud, confidentiality, protection of privacy and personal data, equal opportunities for all and non-discrimination, child labor, forced and hidden labor, moral and sexual harassment, health, hygiene, safety, responsibility towards the environment.

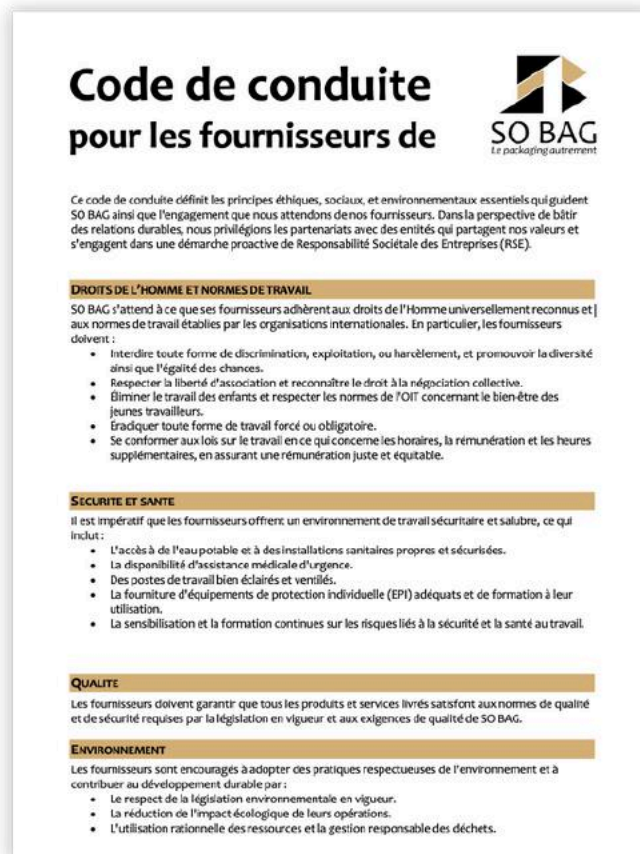
In particular, we have updated our information security policy, our water policy, our anti-corruption policy and our human rights policy.

These policies aim to strengthen our commitment to responsible management of our activities and our impacts on the environment and society.



# GOVERNANCE

## Supplier Code of Conduct



SO BAG's Supplier Code of Conduct defines the essential ethical, social and environmental principles that the company expects from its suppliers. It favors partnerships with entities that share its values and engage in a proactive approach to Corporate Social Responsibility (CSR).

Suppliers must adhere to universally recognized human rights and labor standards established by international organizations, provide a safe and healthy working environment, guarantee the quality of the products and services delivered, adopt environmentally friendly practices and base commercial relations on transparency and fairness.

Compliance with this code is part of the contractual obligations between SO BAG and its suppliers, and non-compliance may result in the end of commercial relations without rights to compensation. By signing this code, the supplier undertakes to respect its content and to promote it to its stakeholders, including its employees, agents, subcontractors and suppliers.



# GOVERNANCE

## *Responsible purchasing policy*



SO BAG's responsible purchasing policy aims to promote a sustainable, ethical and transparent approach in its procurement practices, in accordance with the principles of the United Nations Global Compact and the ISO 20400:2017 standard.

This policy is based on four pillars: sustainability, ethics and transparency, risk management and supplier engagement.

Key objectives include supplier assessment and development, monitoring and reporting of sustainability performance, and supplier collaboration and partnership.

The implementation of this policy is the responsibility of all SO BAG employees, in particular the procurement and quality team. The policy will be reviewed annually and monitoring mechanisms will be put in place to monitor progress and adjust objectives if necessary.

SO BAG is committed to proactively working towards a more sustainable and responsible supply chain, thereby contributing to a better future for all stakeholders.



# GOVERNANCE

## *Transparency of Annual Accounts*



Nicolas Chevalier  
CEO

SO BAG is committed to guaranteeing the transparency and sincerity of its accounting and financial data. Although we are not required to appoint an auditor under current regulations, we have chosen to entrust the verification of our accounting and financial documents to an auditor. The SO BAG Reports are published and accessible to all.

This voluntary approach aims to strengthen the confidence of our stakeholders in our financial management and to guarantee the reliability of our financial statements. We are convinced that transparency and responsibility are essential values for a responsible and sustainable business.

We have set up a personal data processing register in accordance with the General Data Protection Regulation (GDPR), and we have informed our employees, customers and suppliers of the existence of this register. To date, we have not received any alerts regarding the protection of personal data.

In short, the transparency of annual accounts and the protection of personal data are key elements of our commitment to responsible and ethical management of our company.

# PEOPLE



## EMPLOYEES

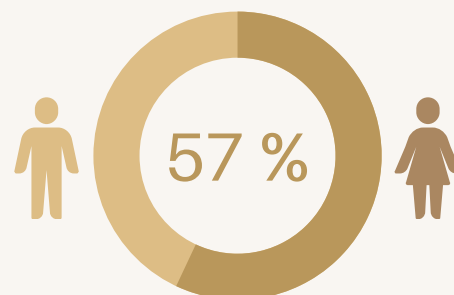
We are committed to promoting a corporate culture that is inclusive and respectful of all differences. This is why we have implemented a recruitment policy promoting diversity and the integration of all talents, regardless of their origin, gender, age or disability.

1

### Line-up

SO BAG is a human-sized company, made up of a united and committed team. In 2023, our team is made up of 29 people, with a male/female parity of 43/57%, average age 41 years.

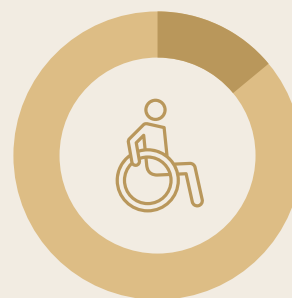
We are proud of the diversity of our team, which reflects our commitment to equal opportunities and non-discrimination.



2

### Employment rate of disabled workers

We are particularly attentive to the integration of people with disabilities. In 2023, our employment rate of disabled workers is 12.4%, more than double the legal obligation set at 6%. This demonstrates our strong commitment to the professional integration of people with disabilities.



3

### Integration of new arrivals

Since 2017, we have welcomed several employees of different nationalities: Abdelkader (Algerian), Ahmed (Spanish of Moroccan origin), Yunus (Turkish), Moussa (Malian), Amirjan (Afghan) and Makfirete (Kosovar).

We are convinced that cultural diversity is an asset for our company and we are proud to contribute to the professional integration of foreign people.



4

### Skill developpement

We are also committed to welcoming and supporting interns. In 2023, we welcomed 9 interns for a total of 2,520 internship hours.

We are convinced that welcoming interns is an opportunity for them to discover the professional world and for us to pass on our know-how and our passion for our profession.



# EMPLOYEE HEALTH

Our measures to prevent occupational risks and promote health at work





## PEOPLE *Community Well-Being*

SO BAG is proud to be labeled Empl'itude, a territorial label which promotes the actions and good practices of companies in terms of employment, human resources and societal commitment. This label focuses on employment and the sustainable contribution of companies to the economic development of their territory.

It refers to the AFNOR AC X50-782 Agreement "actions carried out by the organizations of a territory in favor of employment and integration".

In 2019, SO BAG was one of the first companies to receive the Empl'itude label in the Le Creusot Montceau region. Since then, around thirty companies have joined our ranks.

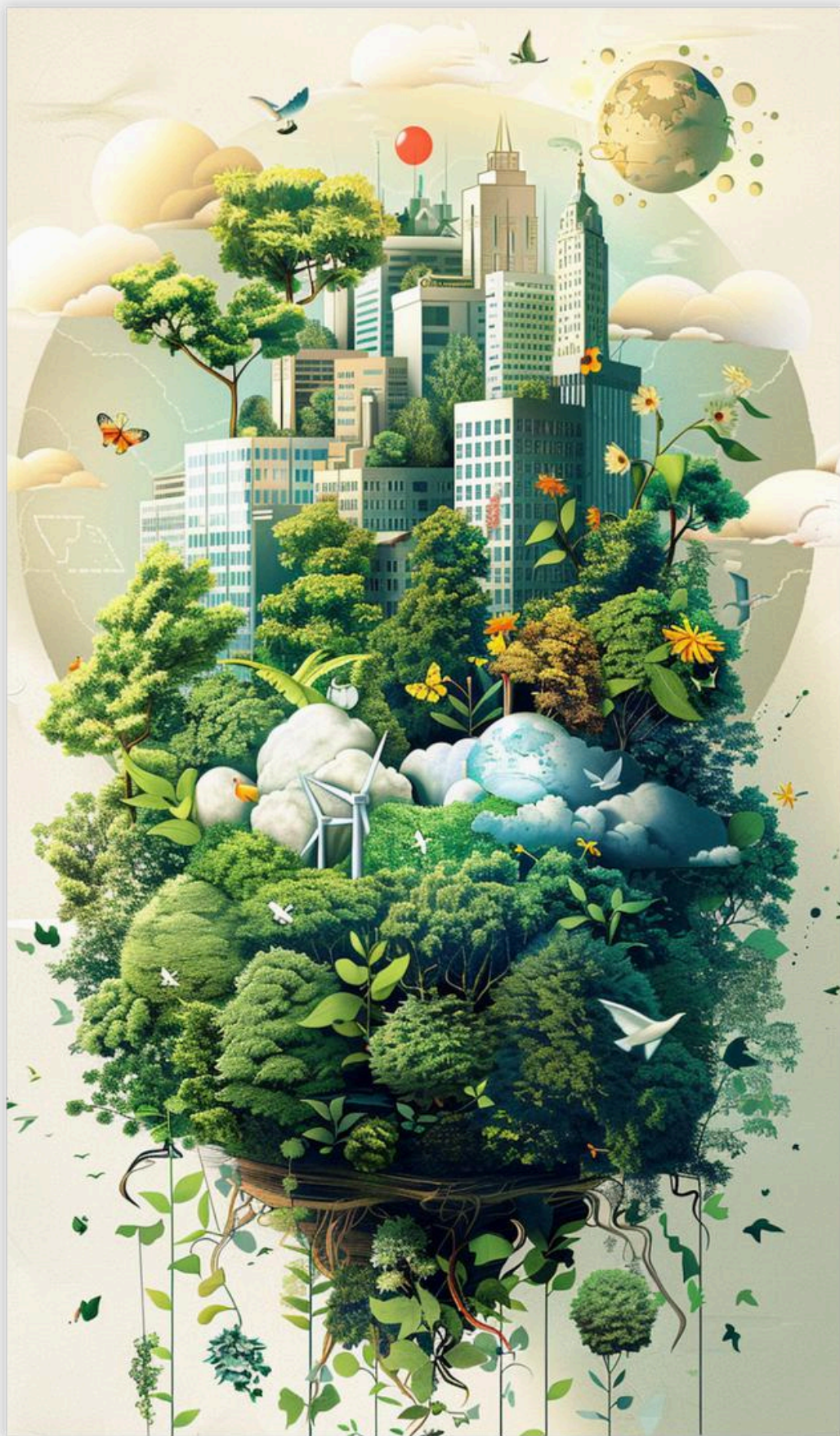
In 2023, we renewed our label, demonstrating our continued commitment to employment and professional integration.



SO BAG is part of the "Les Entreprises s'engagent" ("Companies get involved") club, aiming to promote a more inclusive and sustainable society within their communities. In 2021, the club in Saône-et-Loire, led by Nicolas CHEVALIER of SO BAG, was created to unite companies around inclusive employment and corporate social responsibility (CSR). The club seeks to connect businesses with schools, communities, training organizations, and associations, to promote employment, inclusion and disability. Initiatives have been launched, targeting young people from priority neighborhoods, inclusion through purchasing, the integration of new arrivals, and soon mental health and biodiversity. SO BAG is thus committed to employment, professional integration, and diversity, contributing to local economic and social development.



# PLANET



# PLANET

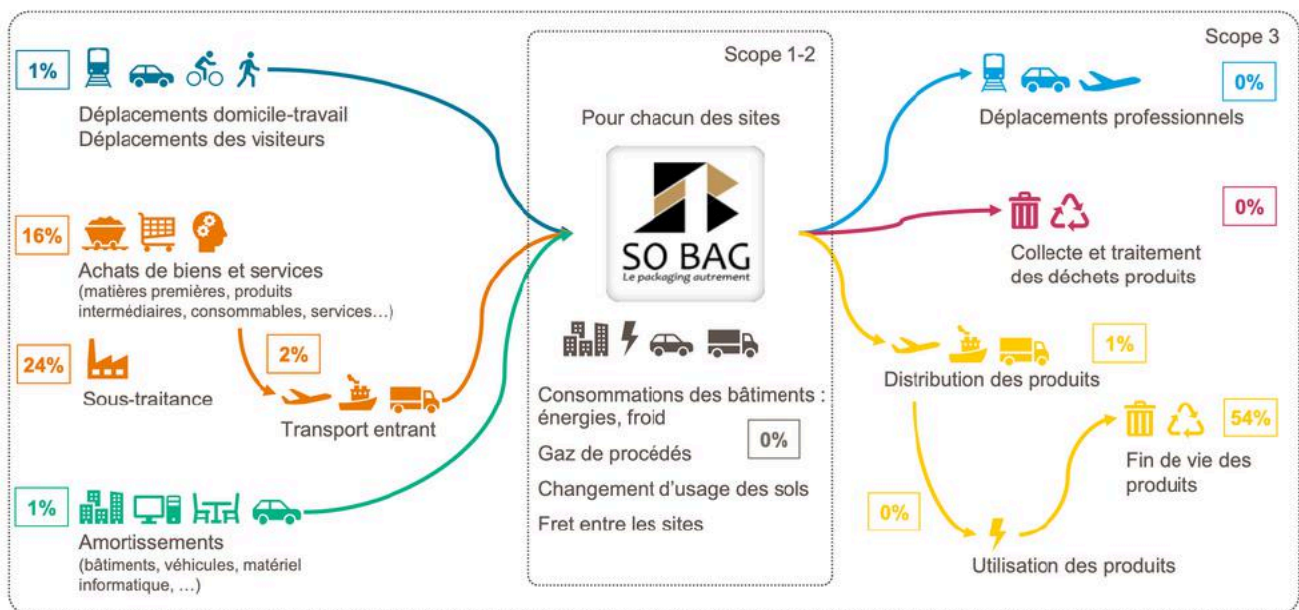
## Decarbonization & Energy Transition

SO BAG is aware of the impact of its activity on the environment and is committed to a process of reducing its carbon footprint. With this in mind, the company has implemented several actions to reduce its greenhouse gas emissions and promote the energy transition.

First of all, SO BAG carried out a complete carbon assessment (scopes 1+2+3) in order to measure the greenhouse gas emissions generated by all of its activities. This assessment made it possible to identify the most emitting positions and to define an action plan to reduce these emissions.

### Les résultats globaux

**6 200 t CO<sub>2</sub>e** sur l'année civile 2020 (incertitude : 36%)





# PLANET

## Decarbonization & Energy Transition

In total, our carbon footprint amounts to 6,200 t CO<sub>2</sub>e, the equivalent of 1,550 tours of the Earth by plane.

Faced with this observation, we have decided to implement an ambitious decarbonization action plan, aiming to reduce our GHG emissions by 50% by 2030 compared to 2020.

To achieve this objective, the company acts on several levers:

- **Ecodesign:** SO BAG works on the end of life and the inputs of its products in order to reduce their environmental impact. Our company develops alternative solutions to plastic and promotes the economy of functionality and cooperation.
- **Energy efficiency:** SO BAG has installed photovoltaic panels on its production site in Burgundy, which allows it to produce part of its energy and reduce its consumption of fossil energy. Our company estimates that its energy self-consumption will be greater than 35%.
- **Optimization of the carbon footprint induced by transport:** SO BAG uses multimodal logistics combining rail, river and road transport modes. The company also favors CO<sub>2</sub>-committed carriers.

Finally, SO BAG engages in carbon offset projects in order to compensate for the greenhouse gas emissions that it has not been able to reduce. Our company supports reforestation, renewable energy development and energy efficiency projects in developing countries.



ECO CONCEPTION



ENERGETIC EFFICIENCY



MULTIMODAL LOGISTICS



# ECO CONCEPTION

**L'** Eco-design has been at the heart of SO BAG's strategy since its creation. The company is therefore working on the end of life and inputs of its products in order to reduce their environmental impact.

The actions implemented in this context are:

- **Recycling big bags and introducing recycled material:** SO BAG is working on the development of recycling channels for its end-of-life products and the introduction of recycled material in the manufacturing of new big bags.



- **Optimizing the quantities of plastics per big bag:** SO BAG works on reducing the quantity of raw materials used for the manufacture of its big bags, while guaranteeing their resistance and quality.
- **The development of alternative solutions to plastic:** SO BAG is working on the development of alternative solutions to plastic, such as hemp and linen big bags, to meet the needs of its customers while reducing the environmental impact of its products.
- **The deployment of the economy of functionality and cooperation:** SO BAG is working on the development of new economic models based on the economy of functionality and cooperation, such as the rental or reuse of big bags, to reduce the environmental impact of its products while creating value for its customers.



# ENERGETIC EFFICIENCY



**-50% CO2 IN 2030 COMPARED TO 2020**

## SOLAR PANELS



## AT LEAST 35% OF OUR NEEDS

SO BAG has installed photovoltaic panels on the roof of its production factory in Burgundy. This installation will make it possible to produce part of the energy necessary for the production of big bags and to reduce the consumption of fossil energy.

## OF ENERGY CONSUMPTION

SO BAG works on optimizing the energy consumption of its production equipment and buildings, by implementing energy management systems and raising awareness among its employees about eco-friendly actions.



## OPTIMISATION



# Optimizing the carbon footprint

induced by transport



SO BAG is committed to reducing the environmental impact of its transport by optimizing its logistics flows and favoring modes of transport with the lowest GHG emissions.

The actions implemented in this context are:

- **The use of multimodal logistics:** SO BAG uses multimodal logistics combining rail, river and road transport modes to transport its products to its customers. This approach helps reduce GHG emissions linked to transport while guaranteeing fast and reliable delivery.
- **The choice of carriers committed to reducing their carbon footprint:** SO BAG selects its carriers based on their commitment to reducing their carbon footprint and favors carriers who have implemented concrete actions to reduce their GHG emissions.

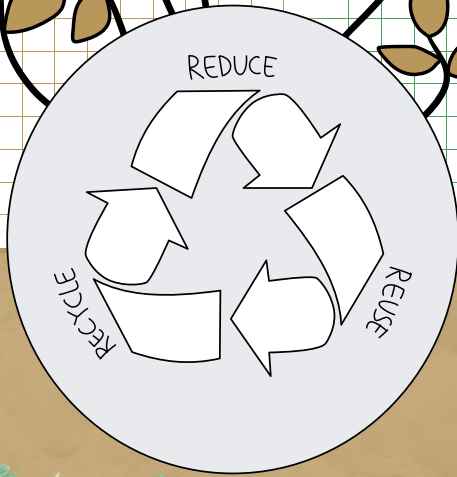
In addition to these actions, SO BAG is committed to offsetting GHG emissions that it has not been able to reduce by financing carbon offset projects.

Thanks to this decarbonization action plan, SO BAG aims to reduce its GHG emissions by 50% by 2030 and to actively contribute to the fight against global warming.

# PLANET

## BIODIVERSITY

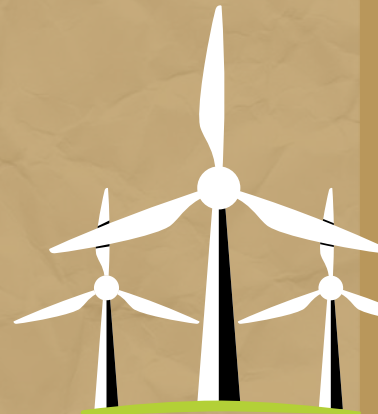
SO BAG places biodiversity at the heart of its mission, by taking concrete measures for the protection and preservation of natural ecosystems. The company is actively committed to reducing its impact on the environment through several targeted initiatives.



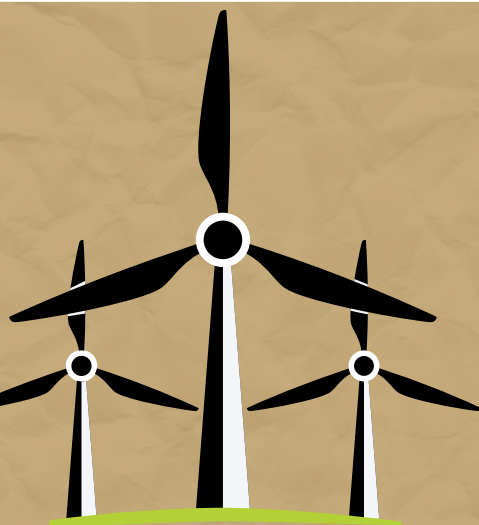
First, SO BAG limits the use of raw materials associated with deforestation or the destruction of natural habitats, by favoring sustainable and responsible sources, such as FSC or PEFC certified wood, and recycled materials.



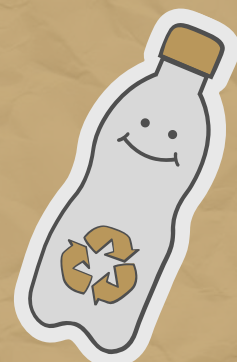
We promote biodiversity on our production site by developing a permaculture plot. This space not only allows fruits and vegetables to be grown according to the principles of agroecology, but it is also accessible to employees for the harvest of fresh, seasonal products.



SO BAG is involved in supporting biodiversity conservation projects, both locally and internationally. The company contributed to the planting of more than 1,000 trees as part of a reforestation project in France and supports initiatives to protect oceans and endangered species around the world.



These steps illustrate SO BAG's commitment to sustainable development and respect for the environment, marking its ambition to continue to strengthen its action for biodiversity in the future, in particular by reducing its ecological footprint and increasing support to nature conservation projects.



## INNOVATION LABORATORY

SO BAG is a company that aims to be responsible and committed to protecting the environment. This is why we are committed to offering innovative products that meet current environmental challenges.

We have developed several products that reduce the environmental impact induced by packaging. Among them, we can cite:



HELLINGO

Patented

**HELLINGO:** this big bag specially adapted for heliport operations is approved 8/1. It meets standards and allows its reuse, which thus limits waste.



Sache Maritime  
SOGESGO

Patented

**The maritime container bag:** this solution patented jointly by SO BAG and Transports Godefroy makes it possible to store and transport up to 25% more products per maritime container, while preventing containers from traveling empty on their return journey. . It combines a 40 or 20 foot metal shipping container with a very durable flexible bag attached inside.



Qwin  
Rocket

Patented



Qvinci Liner  
Rocket

Patented

**QVinci and QVinci liner:** these big bags do not deform like standard big bags, and tend towards a cubic shape rather than cylindrical. They therefore allow better space on their pallets, which optimizes truck loading and reduces the number of transports, and therefore the carbon footprint.



BL3  
Rocket

Patented

**The BL3 type big bag:** this big bag was developed for packaging powders with Minimum Ignition Energy greater than 3 mJ and in an ATEX 21-22 environment. It constitutes a simple and economical alternative to conductive or dissipative big bags (type C or D) commonly used to ensure the safety of factories in the face of explosive risks linked to the handling of powders.



PICK N'GO  
Veolia

Patented

**Clic'BAG and Clic'BAG Asbestos:** these two big bags patented in partnership with Véolia provide an all-in-one, simple and quick solution to improve sorting at source, collect and evacuate construction waste.



## CONSTRUCTION SITE / CONSTRUCTION

For the construction and public works sector, big bags are essential for safely and efficiently transporting and storing materials such as cement, sand, rubble and even aggregates. Their robustness allows heavy loads to be handled without risk of tearing, while the lifting options facilitate handling on site.



## PHARMACOPOEIA

In the field of pharmacopoeia, the cleanliness and non-contamination of products are essential. Our big bags designed for this sector are manufactured under strict conditions, with special linings to ensure protection against humidity and particles, while meeting rigorous food and pharmaceutical safety standards.





## AGRICULTURAL COMMODITIES

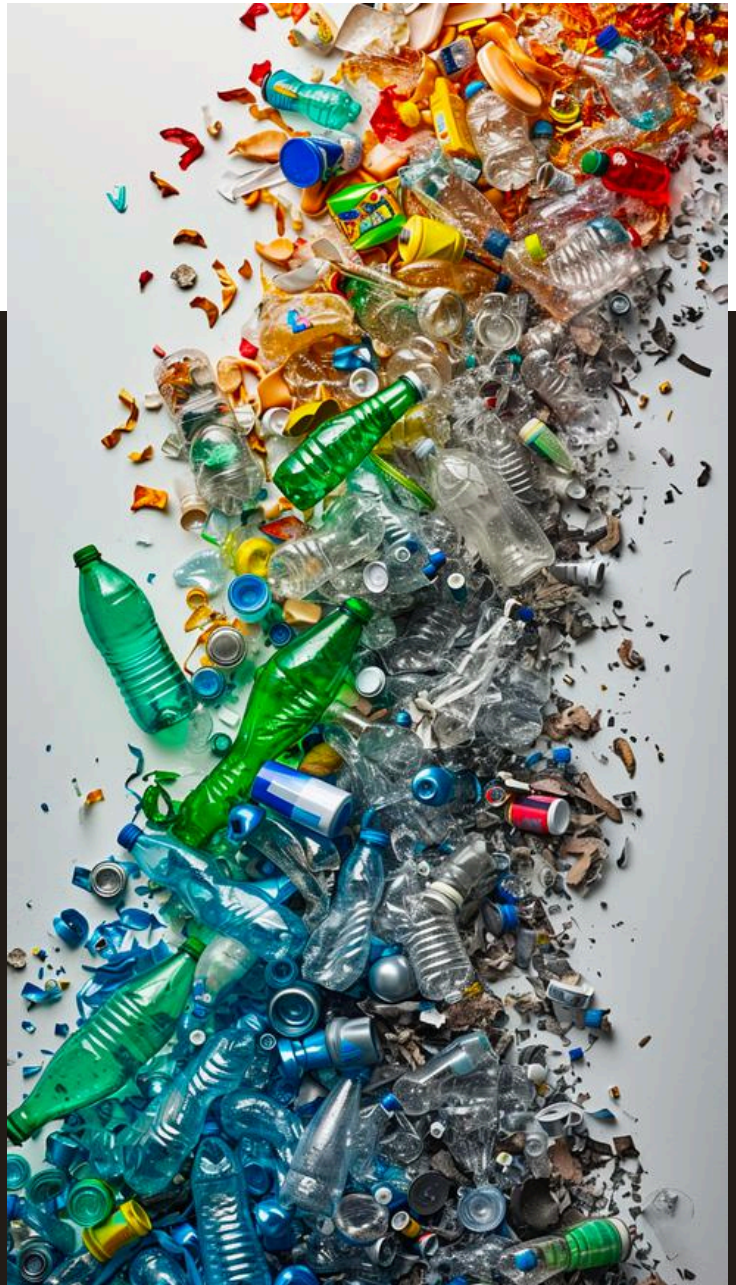
Our big bags are designed to preserve the quality of agricultural products, which require protection against humidity and infestations during storage and transport. Equipped with breathable and robust fabrics, they minimize the risk of condensation and promote the preservation of products in optimal conditions. Internal liner options are also available for an additional barrier against moisture and contaminants.

## RECYCLING

Our big bags represent a major solution in the recycling sector, providing an optimized collection, sorting and transport method for handling large quantities of reusable materials.

Designed for an extended life cycle, they are reusable, reducing waste and costs.

This reinforces our commitment to the circular economy and sustainable development, minimizing environmental impact while maximizing operational efficiency.





## WOOD AND COAL

The wood and coal industry also benefits from our big bags for the storage and transport of logs, wood chips, coal, and other solid fuels. With big bags resistant to puncture and external conditions, we ensure safe and clean storage, minimizing debris and particle dispersion.



## OTHER USES

Our big bags are not limited to these uses...quite the contrary!

Packaging solutions suitable for a wide range of industries:

- **Mining:** Secure transportation of minerals and aggregates.
- **Water treatment:** Effective management of sludge and sediments.
- **Renewable energies:** Sustainable storage for biomass pellets.
- **Decontamination:** Safe containment for asbestos and other contaminants.
- **And many others !**

Each big bag is a tailor-made response for your specific industrial needs.

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MODIFIED ATMOSPHERE  
PACKAGING



OUR  
INNOVATION  
YOUR  
PROTECTION

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# INNOVATION DOUBLE IN PRESERVATION

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CUSTOM MADE

ALL IN ONE

MACHINE INTUITIVE

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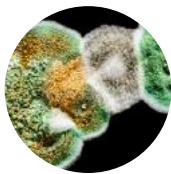


# WHY IS IT IMPORTANT?

MANY REASONS PUSH US TO INNOVATE IN THIS  
**DIRECTION**

## GRAIN WEEVILS AND MOTHS

WITHOUT A MODIFIED ATMOSPHERE, YOUR  
INVENTORY CAN BE RAVAGED BY THESE  
PESTS. THEY CONSUME YOUR PRODUCTS  
FROM THE INSIDE AND REDUCE THE QUALITY.

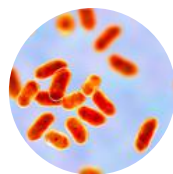


## FUNGAL GROWTH

STORAGE WITHOUT ATMOSPHERIC PROTECTION CAN  
LEAD TO MOLD INVASION. OUR SOLUTION LIMITS  
OXYGEN, MAKING IT DIFFICULT FOR FUNGI TO  
PROLIFERATE.

## CEREAL MITES

THESE TINY ORGANISMS, IN ADDITION TO  
CONSUMING YOUR FOOD, CAN CAUSE ALLERGIES. BY  
USING OUR VALVE, THEIR SPREAD IS THWARTED.



## ANAEROBIC BACTERIA

WHILE REMOVING OXYGEN IS  
BENEFICIAL AGAINST MANY PESTS,  
IT CAN PROMOTE CERTAIN DANGERS  
SUCH AS CLOSTRIDIUM BOTULINUM.  
THIS IS WHY OUR VALVE, COMBINED  
WITH PRIOR TREATMENT OF YOUR  
FOOD, GUARANTEES SECURE  
STORAGE.



*IN 5 STEPS*

# OUR INNOVATIONS



## THE NEW VALVE

**OPTIMIZED SIZE OF 125 MM:** ALLOWS VACUUMING ON AVERAGE 40% FASTER AND EFFICIENT GAS INJECTION.



**FLAT DESIGN:** MINIMIZES BREAKAGE AND INCREASES THE NUMBER OF BIG BAGS PER PALLET.

**REINFORCED PROTECTION:** CREATION OF AN ATMOSPHERE RICH IN NITROGEN TO BLOCK THE PROLIFERATION OF PESTS AND MOLD.

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## MODIFIED ATMOSPHERE PACKAGING MACHINE

**MOBILE & COMPACT:** GREATLY SIMPLIFIES THE MODIFIED ATMOSPHERE PROCESS.

**EASE OF USE:** ACCESSIBLE TO EVERYONE, IT IS READY TO TRANSFORM YOUR STORAGE OPERATIONS.



  
PRODUCTS

WHAT WAS  
ACCOMPLISHED  
THIS YEAR



INNOVATION

## *PRODUCTS*

### *Thanks to our products & developments*



#### **Collaboration with Euramaterials for Packaging Innovation**

SO BAG has joined Euramaterials, an incubator-accelerator dedicated to innovation in the field of processing materials. This collaboration reinforces our commitment to innovation and the development of advanced packaging solutions, particularly for our Natural Big Bag.



#### **SO BAG's participation in the Vrac Tech Show**

SO BAG took part in the Vrac Tech exhibition in Douai, from November 28 to 30, where we presented our advances in conservation under modified atmosphere. This innovation helps extend the shelf life of products like seeds and grains, while preserving their quality through the reduction of oxygen levels and the use of gases like nitrogen or carbon dioxide. This solution represents an effective ecological alternative to traditional methods, adapted to the needs of modern industry.







# PEOPLE

## WHAT WAS ACCOMPLISHED THIS YEAR



# INCLUSION

# PEOPLE

## *Commitment to Inclusion and Diversity*

### Integration of New Arrivals

At SO BAG, we value diversity and inclusion as pillars of our human wealth. This year, during Newcomer Integration Week, we welcomed Amirjan, a promising talent from Afghanistan. Amirjan enriches our team with his unique skills and a diversity of cultural perspectives, reinforcing our commitment to a workplace where every individual is respected and valued. Its successful integration is an example of our proactive response to global challenges, providing a welcoming and supportive environment for all.



### European Week for the Employment of People with Disabilities

During the European Week for the Employment of People with Disabilities (SEEPH), SO BAG celebrated its initiatives to promote the professional integration of people with disabilities. Through collaborations with organizations such as Coedia France, we have raised awareness among our teams through posters and educational activities.

We highlight inspiring stories like that of Steve, a member of our team who, despite his disability, demonstrates exceptional performance. Accompanied by Nelly, his godmother, and supported by Camille Garnier Moiret from ESAT du Breuil, Steve embodies our conviction that inclusion is a strength. His personal and professional story highlights the added value of diversity in our work environment.



# PEOPLE

WHAT WAS  
ACCOMPLISHED  
THIS YEAR



WELL-BEING & COMMUNITY  
DEVELOPMENT



## PEOPLE

### *Well-being & Community Development*

Participation in VITA'CONNECT To contribute to the food utopia of tomorrow, demonstrating our commitment to sustainable food innovation.



#### **Pink October**

Creation of a bag for Pink October in collaboration with the Marina Aupecle Dance Studio, with all proceeds donated to the fight against breast cancer, highlighting our support for health and the community.

#### **Le Parc à Cabanes**

Support for the "The Cabin Park" project to promote the return of humans to nature and reconnection with the environment, illustrating our commitment to environmental education and entertainment.



#### **The Art of Creativity in the Service of Children**

Support for Kostumi, highlighting our involvement in the education and creative development of children.

Kostumi is a unique platform that allows children to create their own costumes, without a sewing machine. The story begins with a simple but powerful idea: to give children the joy and pride of making their own costumes.

## PEOPLE

### *Well-being & Community Development*

#### The Week

Participation of the entire team in "The Week" to raise awareness of the realities of climate change and to reflect on concrete actions, highlighting our commitment to climate change awareness.



#### Commitment to Education and Personal Development

We value education and professional development as key elements of our commitment to inclusion and personal development. In collaboration with CLEFS 71, we have implemented an intensive 72-hour French course program for our employees Yunus, Ahmed, and Amirjan, to prepare them for a language exam.



# PLANET

WHAT WAS  
ACCOMPLISHED  
THIS YEAR



## Water Management



## *Water Management*

At SO BAG, responsible water management is one of our key priorities, reflecting our ongoing commitment to environmental sustainability. In 2024 we faced a challenge with our rainwater harvesting plant, which required repair work at the start of 2024. We are pleased to confirm that these repairs were successful and that the system is now fully operational.

Our water consumption for the year was 161 m<sup>3</sup>. This notable increase compared to previous years is mainly due to the temporary use of running water to water our permaculture garden, following the exhaustion of our rainwater reserve before the start of summer. This incident highlighted the importance of effective management of our water resources and strengthened our resolve to minimize our dependence on clean water.

For wastewater management, we continue to collaborate with Suez, our trusted partner for the disposal and treatment of dirty water from our printing. Through this collaboration, we ensure safe and regulated disposal of our wastewater, as evidenced by hazardous waste tracking slips. This practice guarantees total transparency and traceability, in accordance with our values of environmental responsibility.

Moving forward, SO BAG will continue to explore innovative and sustainable solutions for optimal water use, supporting our mission to protect the environment.

# PLANET

## WHAT WAS ACCOMPLISHED THIS YEAR



## Waste management

## Waste management

At SO BAG, we adopt a proactive approach to manage our waste in a responsible and sustainable manner. Our data shows consistent and effective waste management since 2014, with constant efforts to increase recycling and material recovery rates. This is illustrated by our partnerships with various entities specializing in recycling and waste reprocessing.

### Valorization of materials:

- Glassine waste is treated to separate the paper from the silicone, allowing their respective reuse.
- Polyester straps are recycled into plastic bottles or new strapping ties.
- IT consumables are sent to recovery channels adapted to their nature.
- Waste from our processes (PP/PE/PES) is also recovered through French regeneration sectors.
- Gloves and oiled cardboard cores are eliminated in partnership with a French CSR sector. (Solid Recovered Fuel)
- The caps and beard covers are stored in our establishment while waiting for a recycling channel to appear.

### Canteen waste:

- All the waste from our refectory is sorted for the "packaging" part, the fermentable ones go into our composter in order to supply fertilizer to our permaculture garden.

### Certifications and traceability:

- We have obtained certifications from our recycling partners, affirming their compliance with regulations and commitments to sustainable practices.
- Waste flows are precisely documented, as evidenced by tracking slips which guarantee full traceability.

### Management of dirty water:

- SO BAG has a solid partnership with Suez RV for the management of contaminated water resulting from our printing processes.
- This water is recycled, thus avoiding contamination of the environment.
- Specific tracking slips are issued for each collection, ensuring transparency and full compliance with environmental regulations.

### Engagements et perspectives:

- SO BAG undertakes not to produce waste hazardous materials and not to emit atmospheric pollutants.
- Our strategy is aligned with reducing waste and strengthening recovery processes.
- The emphasis is on innovation to reduce waste at source and constantly improve our waste treatment and recycling methods.

SO BAG's waste management efforts are a key component of our CSR policy. We continue to seek solutions to minimize our environmental impact and engage in strategic partnerships to ensure sustainable management of our waste. Our goal is to continue on this path and remain a model in our industry for responsible waste management.



## Waste management Partnership with TchaoMegot

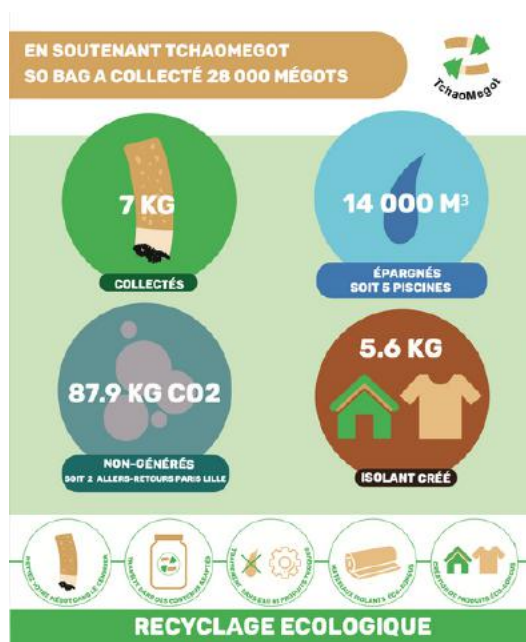
In 2023, SO BAG continued to strengthen its commitment to innovative and responsible waste management through its successful partnership with TchaoMegot. This collaboration aims to recycle cigarette butts collected on our site to transform them into insulation, thus contributing to the significant reduction of our environmental impact.

During the year, thanks to the TchaoMegot initiative, SO BAG managed to collect and recycle 16,560 cigarette butts, thus creating 4.1 kg of insulation. This process saved 8,280 m<sup>3</sup> of water and avoided the emission of 52 kg of CO<sub>2</sub>, which is equivalent to approximately 3.2 trips from Paris to Lille by car.

These results demonstrate the effectiveness of our partnership with TchaoMegot and our contribution to the circular economy.

The recycling system offered by TchaoMegot is an ecological waste management model, requiring neither water nor solvent for depollution. Each recycling kit provided by TchaoMegot can contain around 18,000 cigarette butts, proof of the scale of the positive impact of this initiative on the environment.

This partnership is part of our overall CSR strategy, putting the circular economy at the heart of our actions. By supporting TchaoMegot, SO BAG encourages other companies to join this virtuous approach because our partnership with TchaoMegot is an excellent example of how concrete actions can lead to tangible improvements for the environment and demonstrates our long-term commitment towards sustainability.





# PLANET

WHAT WAS  
ACCOMPLISHED  
THIS YEAR



# BIODIVERSITY

## *SO BAG Joins the Regional Biodiversity Agency in Burgundy-Franche-Comté*



SO BAG is proud to announce its membership of the Regional Biodiversity Agency (ARB) Bourgogne-Franche-Comté, a major initiative which brings together various regional actors to address one of the crucial issues of our time: the preservation and reconquest of biodiversity.

### **Objectives and Mission of the ARB**

The ARB works to bring together and promote biodiversity conservation efforts by bringing together communities, researchers, businesses, and many other stakeholders. This cross-sector collaboration aims to encourage innovation and initiate effective collective actions for the protection of natural environments, species and their ecological interactions.

### **Our commitment to Biodiversity**

By joining the ARB, SO BAG is actively engaged in the Regional Biodiversity Strategy, which represents a fantastic opportunity to innovate and contribute concretely to the protection of our natural environment. This membership is an extension of our ongoing commitment to sustainability and positive environmental impact through our business practices and sustainability initiatives.

### **Collaboration with the French Office for Biodiversity**

The Agency is closely linked to the French Office for Biodiversity (OFB), with a strong presence in Burgundy-Franche-Comté thanks to its numerous agents and departmental locations. This structure allows for effective networking and coordinated action across the entire territory, thus facilitating local and regional initiatives in favor of biodiversity.

### **Future perspective**

SO BAG is determined to play an active role within the ARB to promote projects that not only preserve, but also regenerate our regional biodiversity. We are excited to collaborate with other members of the Agency to share knowledge, resources and to innovate together in nature conservation strategies.

Joining the ARB Bourgogne-Franche-Comté is a further step for SO BAG in our quest for an industry that is more environmentally friendly and aligned with our sustainable business values. We invite our partners, customers and the local community to support this initiative and actively participate in our efforts for a greener future.



## *Collaboration with Planters Revitalization of Ecosystems*



SO BAG is proud to announce its participation in an innovative initiative in partnership with Planteurs, aimed at creating a network of participatory nurseries across the territories of Burgundy-Franche-Comté. This ambitious project seeks to supply agroforestry plantation sites with local tree seedlings, thus promoting biodiversity and the reconquest of natural ecosystems.

### **Context and need for the project**

Since 1950, nearly 70% of hedges have disappeared from French bocages, representing a considerable loss for biodiversity and ecological management of the territories. The Planters plan intends to respond to this ecological crisis by planting 750,000 km of hedges by 2050, which requires a tenfold increase in the current rate of planting.

### **Objectives and Actions:**

The partnership with Planteurs aims to establish five nurseries in different territories, each becoming a production center for the plants needed for local agroforestry projects. These sites will also serve as platforms for civic engagement and raising awareness of the importance of biodiversity.

### **Ecological benefits**

Hedgerows play a crucial role in soil stability, carbon sequestration, regulation of the water cycle, and provide essential habitat for many species. They also provide resources such as wood energy and fruits, and contribute to the production of carbon credits.

This project highlights the importance of collaboration between citizens, farmers, local associations, and local authorities. By mobilizing these various stakeholders, Planteurs and SO BAG seek to strengthen community engagement around environmental preservation.

### **Perspectives futures**

Ultimately, the partnership aims to strengthen local biomass production capacities and establish more sustainable agricultural practices. The goal is not only to restore natural landscapes but also to create viable economic models that support biodiversity while generating income for local communities.

By partnering with Planteurs, SO BAG demonstrates its commitment to regional initiatives that support environmental sustainability and economic revitalization, while promoting active and informed participation of all stakeholders in the territory.

  
PLANET

WHAT WAS  
ACCOMPLISHED  
THIS YEAR



CONVENTION DES ENTREPRISES  
POUR LE CLIMAT

PARTICIPATION  
AT THE 1ST EDITION IN BFC

## Participation in the Business Climate Convention (CEC)

### Regional transformation journey

SO BAG joined the first wave of companies in Burgundy-Franche-Comté to participate in the Business Climate Convention, from May 2023 to February 2024. This ambitious movement brings together nearly 50 companies and institutions in the region, highlighting before the collective commitment for ecological redirection.

### Commitment of Leaders and Planet Champions

As part of the CEC, 100 leaders and Planet Champions undertook an intensive journey to reassess and transform their business models in line with planetary boundaries. This initiative aims to catalyze an accelerated transition towards more sustainable business practices across the territory.

### Reinvention towards a regenerative model

For SO BAG, this participation marks a crucial step in our transition from an extraction-focused company to a regenerative model. We are committed to reducing our carbon footprint by 50% by 2030, by innovating through our products and adopting sustainable production practices.

### Actions and collective impact

The CEC provides a platform so that SO BAG, in collaboration with other regional actors, can not only rethink its operations but also actively contribute to the collective effort to combat climate change. Our initiatives include the adoption of renewable energies, the development of 100% natural products, and the implementation of functionality economy solutions.

### Vision and commitment for the future

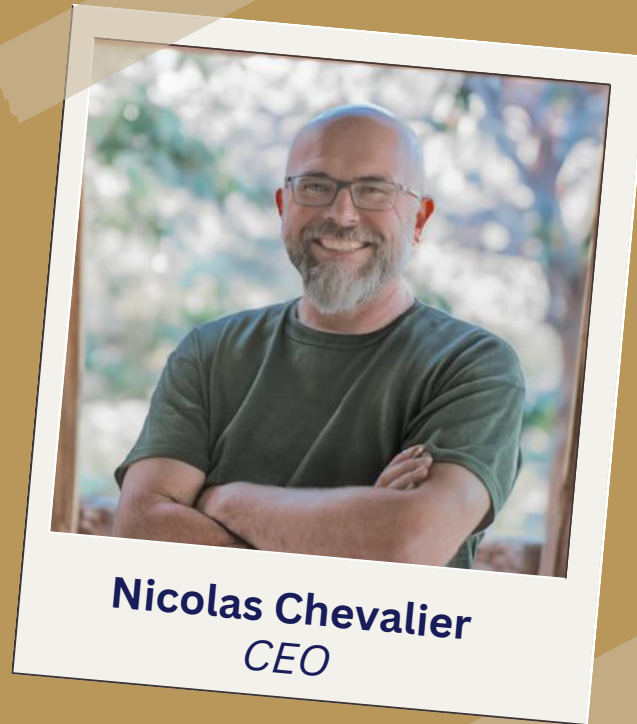
By participating in the CEC, SO BAG asserts itself as a proactive leader in the region, dedicated to creating a vibrant ecosystem of innovation and cooperation. Our commitment to this journey illustrates our determination to be at the forefront of the regenerative economy and to inspire other businesses to follow this path.

This part of our sustainability report highlights our commitment and progress in the CEC, affirming our role as a key player in the economic and ecological transformation of our region.





# \* From an extractive company to a regenerative company



“ *Launching SO BAG in 2013 meant embracing George Bernard Shaw's vision: seeing the world not as it is, but as it could be, by saying "Why not?"*

*This aspiration, far from the obvious in the world of big bags, guided me. The Business Climate Convention confirmed that the ideal of a regenerative business is within reach, motivating SO BAG to innovate even more with respect for life.*

”



# **CSRD**

# **DOUBLE**

# **MATERIALITY**





# IMPACT MATERIALITY

## ENVIRONMENTAL

### Impact on climate change

- **Actions:** Reduction of GHG emissions by 50% by 2030, installation of photovoltaic panels, multimodal logistics to reduce transport emissions.
- **Impact:** Reduction of the carbon footprint, contribution to the fight against climate change, improvement of energy efficiency.

### Pollution and waste management

- **Actions:** Sorting and recovery of waste, collaboration with Suez for the elimination of wastewater, end-of-life management of our products.
- **Impact:** Reduction of pollution, sustainable waste management, promotion of the circular economy.

### Biodiversity and ecosystems

- **Actions:** Participation in reforestation projects, support for the conservation of local biodiversity, cooperation with committed stakeholders (associations, ARB, ONF, etc.)
- **Impact:** Preservation of natural habitats, increase in biodiversity, commitment to sustainable agricultural practices.



# IMPACT MATERIALITY

## SOCIAL & GOVERNANCE

### Working conditions and inclusion

- **Actions:** Policies for the prevention of occupational risks, integration of disabled workers, promotion of diversity.
- **Impact:** Improvement of working conditions, promotion of social inclusion, reduction of inequalities.

### Community engagement

- **Actions:** Support for local initiatives (e.g. "The cabin park"), associative sponsorship, participation in educational programs, mentoring action and skills sponsorship (Les Blés du Coeur, France Active, CUCM, Région, CMA , ITIP )
- **Impact:** Strengthening the local social fabric, supporting community development, promoting education and inclusion.

### Ethics and transparency

- **Actions:** Update of the ethics charter, anti-corruption policy, transparency of annual accounts.
- **Impact:** Strengthening corporate governance, improving stakeholder trust, promoting ethical business practices.

# FINANCIAL MATERIALITY

01



## Climate change

- **Risks:** Stricter regulations, potentially increased compliance costs, physical risks linked to climate change.
- **Opportunities:** Reduced energy costs through energy efficiency, improved company reputation, access to new markets for sustainable products.

02



## Resource and waste management

- **Risks:** Costs associated with waste management and regulatory compliance, pollution risks resulting in fines.
- **Opportunities:** Creation of added value through eco-designed products, improvement of brand image.

03



## Working conditions and inclusion

- **Risks:** Costs associated with improving working conditions, legal risks in the event of non-compliance with social standards.
- **Opportunities:** Increased productivity and employee satisfaction, reduction in turnover, attraction of diverse talents.

04



## Ethics and transparency

- **Risks:** Reputational risks in the event of ethical scandals, costs linked to the implementation of transparency policies.
- **Opportunities:** Strengthening investor and customer confidence, improving the company's resilience to crises, positioning as a leader in responsible governance.