

# SUSTAINABILITY REPORT

CAMUS LA GRANDE MARQUE

YEAR 2023



# SUMMARY

## SUSTAINABILITY REPORT 2023

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# 01 THE CAMUS HOUSE

THE FIRST INDEPENDENT FAMILY HOUSE SINCE 1863



## 01-1 Presentation

Since its founding in 1863 by Jean-Baptiste Camus, the House of CAMUS has been driven by five values: passion, ambition, determination, perfection, and sincerity. These values are inseparable and complementary, forming the uniqueness of the House of CAMUS. "CAMUS" is the name of five generations who have successively led the company. Starting with Jean-Baptiste CAMUS, followed by his two sons, Edmond and Gaston, known as the "CAMUS Brothers," whose names still appear on the labels of the House's collections. Michel, Gaston's son, succeeded them, followed by Jean-Paul, then Cyril. Each of them, in turn, shaped the company's destiny in response to global changes, economic revolutions, technological inventions, and contemporary tastes.

The Camus family is a dynasty of French winemakers who have elevated their House to the ranks of the greatest cognac brands. Today, CAMUS is the leading family-owned cognac company. CAMUS embodies a family and entrepreneurial saga whose history inspires the creation of cognacs that symbolize beauty and refinement, representing a true Living Tradition.

Employees CLGM  
France  
**102**

Sales  
**51,2 M€**

Sales in over  
**52 countries**

CO<sub>2</sub> emissions reduction since 2021  
**-16%** scopes 1,2,3

Life cycle analysis of our products  
**100%**

« Environmental Cognac Certification »  
**37% of supplies**

Share of female  
executives  
**57%**

Employees on  
permanent contracts  
**90%**



## 01-2 Purpose and values

Through its Corporate Charter, CAMUS frames its activities and relationships within a structuring framework shared by all its employees and stakeholders.

**OUR PURPOSE** « CAMUS brings about beauty and refinement to create emotion and pleasure »

**OUR MISSION** : We produce the best Cognac in the world for the pleasure of those who appreciate the finer things in Life.

### OUR VALUES

#### PASSION

Our company reflects the passion and dedication of its members, who share a common mission to produce the best Cognac in the world.

#### PERFECTIONISM

In its quest of absolute excellence, our company pays attention to every detail, no matter its size small, without ever compromising.

#### SINCERITY

Our resolutely Independent company is guided by sincerity and honesty in all its actions.

#### DETERMINATION

By remaining independent, we preserve the freedom of action that is essential in our quest for the Exceptional.

## 01-3 Our business model

To address current challenges and future issues, Camus La Grande Marque implements actions designed to be sustainable, deployed and monitored within its sustainable development strategy. The House's business model values its resources through the products it offers, the experiences it provides, and its commitment. These activities create social, economic, and environmental value within its territory and among its external stakeholders.

### Resources

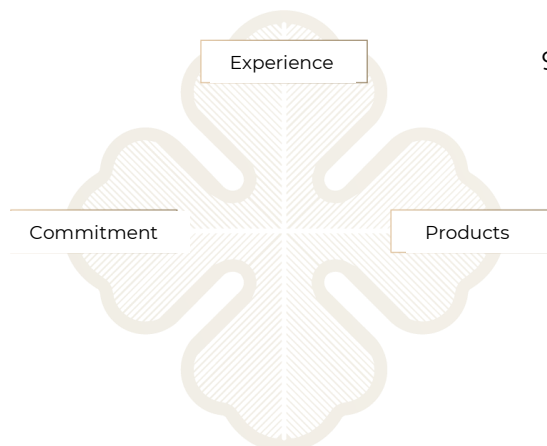
**122 winegrowers** and distillers partners

**194 ha** vineyard **Camus**

**72** dry goods **suppliers**

**102 employees**

**3** production sites :  
Distillerie, Cellar,  
Manufacture & Ateliers



### Value creation

#### Social

92,5 employees on permanent contract  
1560 hours of training

#### Economic

Sales 51 M€

#### Environmental

1600 tons of CO<sub>2</sub> avoided since 2021  
37% of vineyard supplies certified HVE



# 02 SUSTAINABILITY POLICY

OUR CSR APPROACH AWARDED SINCE 2022

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## 02-1 Compliance and scope

This report constitutes the Camus La Grande Marque (CLGM) corporate social responsibility (CSR) data declaration. CLGM ensures the accuracy of the data contained in this report in terms of verification and consistency. The scope of this report is Camus La Grande Marque, headquartered in Cognac. The following sites are included in the scope of this report: Cognac head office, Cellars located in La Nérolle, Distillery in Le Buisson and Bordeaux office.

CLGM is not submitted to extra-financial reporting. This report is produced to inform our internal and external stakeholders, and to report on the deployment and progress of our sustainable development and CSR policy. It has been drawn up in accordance with CSR reporting transparency requirements and has not been reviewed by an independent third-party organization (OTI). Nevertheless, all the data contained in the report has been drawn up in accordance with the reporting protocol (available in the appendix), in the interests of sincerity and in line with the company's values. This report is based on the qualitative and quantitative contributions of Camus employees and partners, derived from various processes (ISO9001 certified) and reports.

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## 02-2 Governance

In 2021, Camus La Grande Marque set up an independent sustainable development direction, demonstrating the importance of this dimension for the company. This entity reports to General Management and has a specific budget. It is a member of the Executive Committee and is supported by various steering committees dealing with specific issues such as climate, eco-design and social development.

The coordination of projects related to these themes is part of the responsibilities of this department, which also proposes strategic orientations in terms of social and environmental responsibility in its field of activity. CLGM has aligned the objectives of its CSR strategy with those of the company.

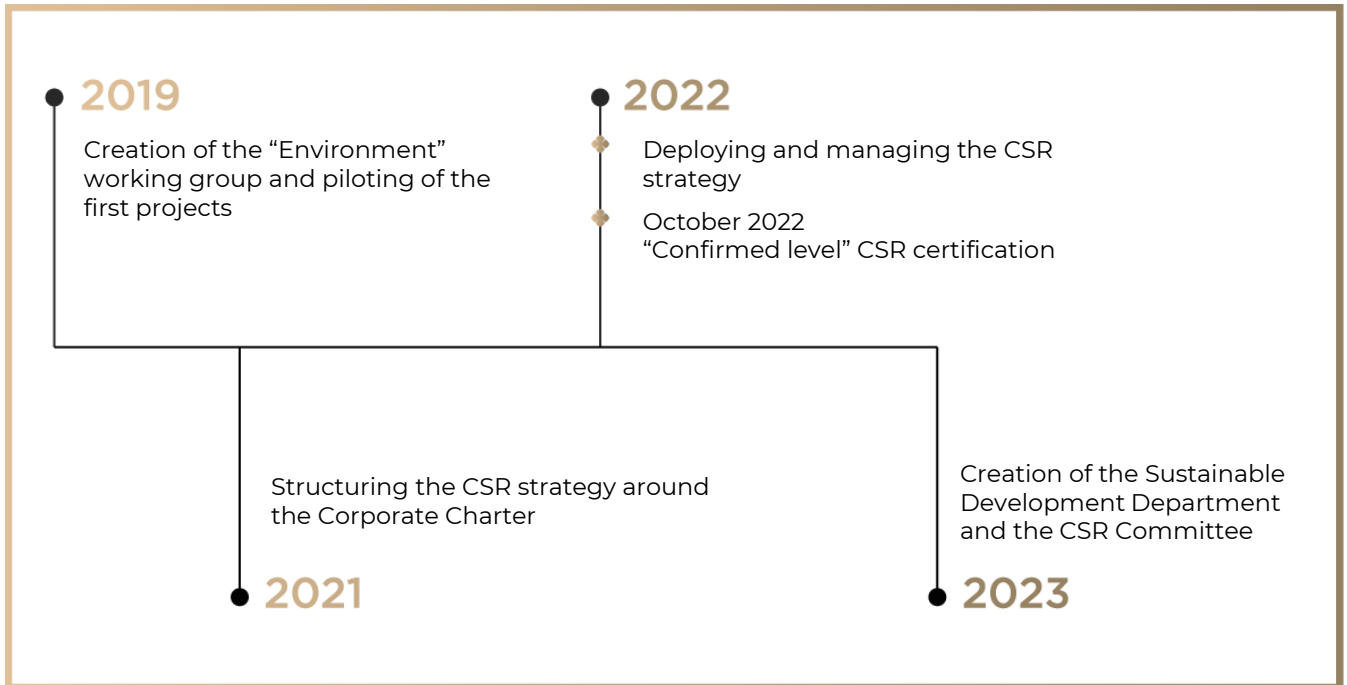
A CSR Committee has been set up to evaluate the strategy and enable continuous improvement of actions. The committee is made up of the Chairman and all CLGM departments. The Sustainable Development Department regularly communicates on its strategy, actions and progress throughout the year. Internal stakeholders receive ongoing training as soon as they join the company. To raise employee awareness of CSR issues, e-learning is offered as part of the CAMUS Academy, as well as communications available on the company's internet website. Specific events and face-to-face meetings round off the sustainable development department's communications.

CSR reports are presented and discussed with employee representatives.

External stakeholders have access to this information via the company website and are regularly invited to participate in sustainable development projects.



## 02-3 Milestones and strategy implementations



## 02-4 Identified risks and material challenges

In 2021 and 2022, a complete diagnosis was carried out to define the material challenges for Camus. This so-called materiality analysis required consultation with CLGM's internal and external stakeholders. This consultation was carried out via interviews and online surveys.

The first stage highlighted the social and environmental impacts of our activities. These impacts were then rated according to their probability of occurrence, enabling us to assess the main CSR risks for Camus. Finally, these main risks were assessed by our stakeholders (employees, CSE members, CODIR, main suppliers and partners) in order to define the material challenges for our activities.

This initial materiality served as the basis for the construction of our 2022-2025 strategy, on which all actions and projects linked to the deployment of our sustainable development policy are based. It will be reviewed and supplemented by the financial impacts for 2025.

To evolve within a shared framework and measure its contribution in a global context, CAMUS has chosen to link these challenges to the Sustainable Development Goals (SDGs) defined by the UN.



Environmental challenges

- Biodiversity
- Global warming

Associated risks

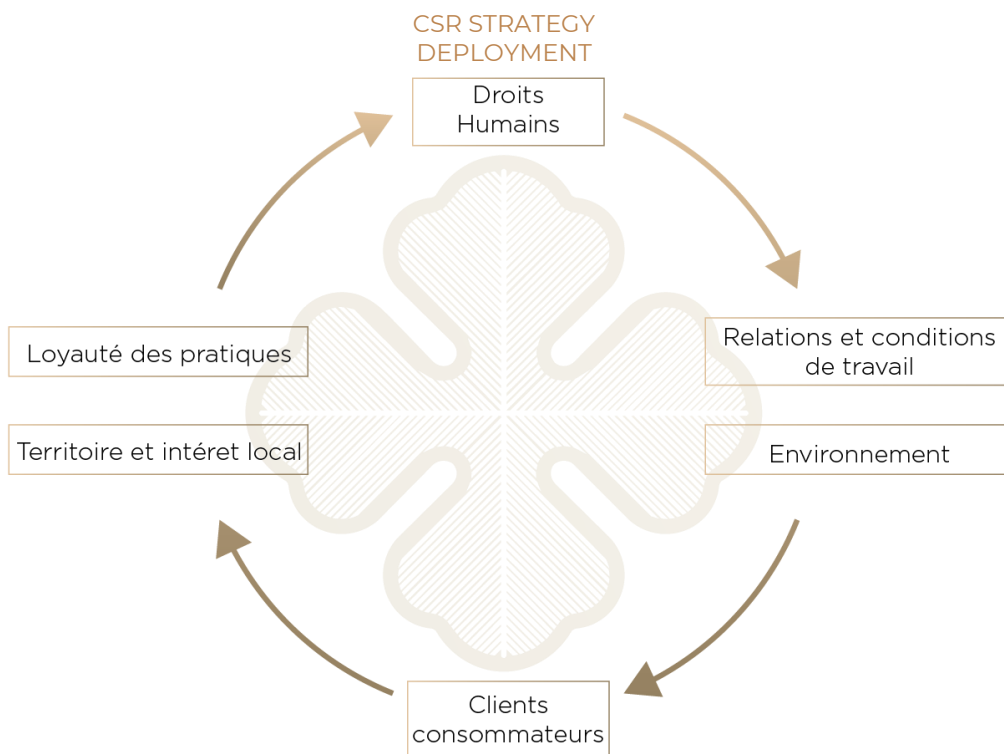
- Availability of resources
- Business sustainability and image

**Environmental policy**

PRESERVE OUR TERROIR AND NATURAL RESOURCES

PROMOTE ECO-DESIGN AND THE CIRCULAR ECONOMY

REDUCE OUR CARBON FOOTPRINT



Social challenges

- Know-hows and skills
- Living conditions at work

ISO 26000® implementation  
CSR Label « Engagé RSE »

Associated risks

- Attractiveness and competitiveness
- Loss of knowledge and skill

**Social policy**

VALUE AND TRANSMIT OUR KNOW-HOW

PROMOTE WELL BEING AT WORK AND ACT FOR SAFETY

ENSURE EQUALITY AND PROMOTE DIVERSITY

SUPPORT LOCAL DEVELOPMENT





## 02-5 CAMUS CSR strategy

A family business since 1863, Camus has always adapted to the world around it. Today, respect, preservation and innovation define CAMUS' commitment through its CSR policy. The success of the company's CSR approach is based on two approaches combining implementation and commitment.

The implementation and evaluation of our CSR approach is based on the normative framework of the "Engagé RSE label" (or *committed in CSR* label). This label is based on site audits and rigorous assessments of the company's activities and their social, economic and environmental impacts. In 2022, CAMUS was awarded the Engagé RSE label at the confirmed level, as well as the Responsibility Europe label. The integration of the ISO 26000 standard on which the Engagé RSE label is based enables the company to respond to CSR issues in all its activities and provides a challenging framework for its employees.

CAMUS affirms its commitment by adhering to the United Nations Global Compact's Corporate Social Responsibility initiative, respecting its Ten Principles on human rights, labor standards, the environment and anti-corruption. CAMUS thus illustrates its concrete commitment to a responsible and sustainable business world.



## 02-6 Ethics and compliance

*DRIVE OUR BUSINESS WITH A STRONG SENSE OF ETHICS*

### VISION & PRIORITIES

The heart of our CSR strategy is based on our ethical policy.

Camus La Grande Marque is committed to ensuring that all its activities are conducted in accordance with the ethical rules it has set itself: compliance, integrity, moral rigor and transparency.

CAMUS' vision of ethics is expressed through the six priorities described in its Code of Ethics and an independent whistle-blowing system. Camus promotes its ethical values to suppliers and partners through the signature of Supplier Ethical Standards.

### ACTIONS & RESULTS

In 2022, we shared our new system with our partners and suppliers.

When they join the company, all new employees are made aware of the system and trained in it, to ensure that their business conduct remains compliant and honest.

### Our warning disposal

Since September 2022, CAMUS has provided all its internal and external stakeholders with an outsourced online alert platform. This platform makes it possible to report any violations of the Code of Ethics, Code of Business Conduct and/or applicable regulations and laws. Access to this platform is open to all employees, partners, customers, etc.



Ratio of new employees aware of ethics in 2023

**95%**

Ratio of the new suppliers signing the Ethical Standards

**100%**



# 03 OUR COMMITMENT TO THE ENVIRONNEMENT

*CARE ABOUT THE ENVIRONMENT*

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We care about the environment, which is part of the very essence of our Cognacs and protect its rich terroir and landscapes.

Our environmental policy is structured around three topics where we measure our impacts and contributions.

**PRESERVE OUR TERROIR AND NATURAL RESOURCES**

**PROMOTE ECO-DESIGN AND THE CIRCULAR ECONOMY**

**REDUCE OUR CARBON FOOTPRINT**



L A N D S C A P E S   A N D   T E R R O I R

H E R I T A G E

I N N O V A T I O N

P R E S E R V A T I O N



## 03-1 Preserve our terroirs and natural resources

### 03-1-1 CAMUS SUPPORTS INNOVATIVE, SUSTAINABLE VITICULTURE THAT PROTECTS OUR TERROIRS

#### VISION & PRIORITIES

The vineyard is our most precious asset, and we are aware that crop management must evolve to ensure its longevity. For over 15 years, CAMUS has been committed to sustainable viticulture at its “La Gerbaude” vineyard, in the heart of the Borderies Cru.

Limiting the impact of our practices on the environment is essential, and every decision is taken with the strictest care.

#### ACTIONS & RESULTS

##### Committed winegrowers partners

We help our winegrowers to preserve the environment and reward their efforts through a contractualization policy that encourages virtuous practices.

By 2023, 37% of our supplies will come from vineyards certified HVE (High Environmental Value) under the Cognac Environmental Certification program. Within the industry, 400 winegrowers are certified, representing 20% of the appellation's surface area. The company's objective is to reach 60% by 2026 and 100% by 2028. In addition, we are proud to have played an active part in the overhaul of the Environmental Certification scheme. Of the 11 winegrowers selected for the test phase in 2023 by the Bureau National Interprofessionnel du Cognac (BNIC), 3 were CAMUS partner winegrowers.

We are committed to promoting and accelerating changes in practices in our region.

##### Cognac Environmental Certification

To encourage its environmental transition and make a positive contribution to the development of its region, the Cognac sector has chosen to rely on an inclusive, flexible and progressive environmental certification approach, recognized by the French Ministry of Agriculture and Food Sovereignty.

Cognac Environmental Certification assesses winegrowing practices against five key environmental objectives: promoting biodiversity, ensuring water, air and soil quality, implementing a restrictive approach to synthetic vine treatments, managing soil life sustainably, and aiming for carbon sobriety.

To obtain “CEC” certification, cognac producers must meet 24 requirements and obtain a minimum of two “bonuses” enabling them to go further in their practices. Each requirement of the approach proposes a minimum technical threshold to be reached, a necessary condition for obtaining certification.



Share of CEC-certified supplies

**37%**

Target for CEC-certified winegrowers

**60% by 2026**



### **Sustainable practices in our vineyards**

Domaines CAMUS, the 194-hectare Borderies vineyard, is not intended to be an experimental estate. It is from this terroir that all the cognacs in the Borderies collection are produced, and it is above all a production estate on which CAMUS does its utmost to limit its environmental impact by maintaining a high level of demand for the quality of its harvest.

In 2019, Domaines CAMUS became one of the very first vineyards in the Cognac appellation to obtain Cognac Environmental Certification and High Environmental Value (HVE).

Our aim is to demonstrate that it is possible to implement less impactful practices, while remaining humble and sincere about the difficulties we may face.

#### Biodiversity

In 2023 CAMUS continued its hedge planting program. Today, over 3,400 trees and shrubs have been planted to promote biodiversity and limit erosion. In order to gain a better understanding of its ecosystem, a complete diagnosis was carried out to assess the biological potential of the Domaines CAMUS' vineyard soils.

#### Crop protection

Because protecting our employees is a priority, since 2016 we have decided to stop using products that present a proven risk to human health and to limit the use of phytosanitary products.

Over the last three years, the Treatment Frequency Index\* (IFT) on the Domaines CAMUS is below 11, with a value of 9.42 in 2023,

i.e. 14% less than the regional target set in the CEC standard.

The deployment of practices such as differentiated mowing, mechanical weeding and the sowing of green manures between the rows have also enabled us to reduce the use of herbicides by 83% between 2023 and 2021. This excellent result is in line with the favorable climatic conditions encountered during the vintage and offers promising prospects for the years to come.

Finally, the Domaines are pursuing their partnerships with regional technical institutes to strengthen R&D in our region and continue to make parcels available for trials and experimentation (LUMA and VIFA programs).

*\*Excluding herbicides, biocontrol and treatments required for flavesence dorée.*





## 03-1-2 WATER: PROTECT RESOURCES AND LIMIT CONSUMPTION



### VISION & PRIORITIES

Water is precious. At every stage of our production, from vine to bottle, we strive to limit our water consumption and recycle as much of the effluent generated by our processes as possible in order to preserve the quality of this resource.

Water is becoming a major sustainable development issue, and we plan to calculate the WATER footprint of our activities by 2026, using the “Water Footprint” methodology.

Our aim is to analyze our direct and indirect water footprint, and to understand which stages of our activities generate the greatest impacts.

### ACTIONS & RESULTS

#### Preserve water quality

In the vineyard, we have been recovering rainwater on our estate since 2022 to

minimize water extraction, and all residues are recycled. What's more, 100% of our distillation residues feed a local methanization unit (REVICO) and we have a recycling system that limits our water withdrawal.

#### Limit our consumption

In the cellar, we still use a lot of water in our process, and we're looking into a water recovery system for the years to come. In the meantime, we have renewed our equipment and invested in a more efficient system which is already enabling us to reduce our consumption.

In addition, we monitor consumption at all our sites monthly, to detect any leaks as quickly as possible. Over the past two years, this small action has enabled us to detect two major leaks.



## 03-2 PROMOTE ECO-DESIGN AND THE CIRCULAR ECONOMY

### 03-2-1 ECO-DESIGN AT THE HEART OF OUR BUSINESS

#### VISION & PRIORITIES

Our ambition is to offer highly desirable cognacs, designed to enhance the value of our terroir and know-how.

Preserve resources, limit waste and the use of plastics, promote reuse and recycle are the key axes of our eco-innovation strategy, deployed collectively with our stakeholders. We commit our company to a transparent, low-impact approach, in the service of excellence, efficiency and creativity.

The main objectives set for 2025 in the roadmap are ambitious:

Reduce the environmental impact of our new products **by 30%**.

New products **100% recyclable or reusable**.

#### A structured and measured process

Our approach is supported by a rigorous process that enables us to monitor the achievement of our objectives and measure our progress. Upstream of each new development, dedicated teams work together to set ambitious targets for each packaging element.

In concrete terms, we use an environmental impact calculation tool that provides our design teams with precise, factual datas on product impact in real time.

This tool enables us to act at source, i.e., right from the design phase.

We analyze all the characteristics of our packaging (bottle, cap, cardboard): weight, material, recyclability, and we also integrate supplier policies.

#### Internal scoring tool

We use an internal rating from A to D, based on the Product Life Cycle Assessment method. The rating includes a quantitative and qualitative assessment of the environmental impact of our products. A is the best grade and D the worst.

We use this rating scale to make progress and provide objective data to measure our impact (including carbon footprint).

Our goal for 2025 is to develop A and B products.

We are currently developing our new products in line with these objectives, using our tool and the skills of our teams. The data enables us to arbitrate and make choices by establishing different scenarios.

This tool was developed by an expert eco-design agency and validated by the Eco-design division, thus guaranteeing compliance with ISO 14 040 and ISO 14 044 standards.

To meet the company's new ambitions, a review of our tool is scheduled for 2025, with the integration of new criteria.





### Responsible communication

To take our approach a step further, the carbon footprint data for our cognacs is available on our [camus.fr](http://camus.fr) online sales site. It's a voluntary act of transparency that raises our customers' awareness and provides them with the most honest information.

### ACTIONS & RESULTS

#### Propose eco-designed products

NOTATION	A	B	C	D
SCORE ECO-CONCEPTION (/10)	100 - 80	80 - 60	60 - 30	30 - 0

In 2023, we carried on working on life cycle analyses and defined eco-design criteria for our new product developments.

The average score for our cognacs is 59/100 for 2023.

To amplify our approach, we have also trained

the Luxury Division team in charge of product creation at Ateliers Camus so that our vision of eco-design is shared and meets the requirements of our exclusive pieces.

#### Reduce packaging impact

We have reviewed the composition of our transport crates in order to offer lower-impact packaging. The result in terms of carbon footprint is not very significant, but every effort counts.

The environmental footprint of our classic VS-VSOP range has been reduced by 5% in 2023, with a cork whose carbon impact has fallen by almost 15%. By working with our suppliers and purchasing department to rework existing references, we are gradually reviewing our packaging elements and finding compromises that will help us achieve our target.



Part of products rated A or B in 2023 (37 references)

**54%**

Part of "zero plastic" products

**11%**

Life-cycle analysis rate for cognacs

**100%**

Average carbon footprint in kg of CO2 eq per 70cl (17 VS and VSOP references)

**2,00 kg**



## 03-2-2 PROMOTE THE CIRCULAR ECONOMY



### VISION & PRIORITIES

Eco-design also means extending our actions to deploy circularity and recycle as much as possible.

Our objective is to recycle over 95% of the waste generated by our activities and to achieve 80% sourcing in France for our packaging elements.

In addition, through our eco-design strategy, we are working with our suppliers to reduce the waste generated by the supply of dry materials.

### ACTIONS & RESULTS

#### Local suppliers and circularity

In 2023, 71% of our packaging elements were manufactured in France, half of them in the Nouvelle Aquitaine region.

While we give preference to local partners, other factors also play a part in our choices, in particular the composition of materials and sourcing conditions. All these factors are examined using our environmental impact scoring tool.

Since 2020, on our aging site, we have opted for new barrels from a process that recovers

wood generated in cooperage for around 60% of our supplies.

#### Recycle as much as possible

We also take care to recycle as much of our waste as possible.

In 2021, we rethought our recycling processes, with the aim of reducing our non-recycled waste to 5%.

Although we almost reached our target in 2022, by 2023 the proportion of non-recycled waste had risen to 11%. This result is unsatisfactory, and we are planning a new diagnosis for 2024, which should enable us to improve our practices.



Distribution of “packaging” suppliers

**France 71%**

Percentage of waste recycled at our Cognac site

**89%**

## 03-3 Reduce our carbon footprint

### 03-1-1 CONTRIBUTE TO GLOBAL CARBON NEUTRALITY BY 2050

#### VISION & PRIORITIES

Our vision is to pass on to future generations a preserved terroir, creating pleasure and emotion in a low-carbon world.

Reduce our carbon footprint is essential to limiting global warming, which is why CAMUS is committed to reducing its greenhouse gas (GHG) emissions and contributing to the global goal of carbon neutrality by 2050.

The climate issue is clearly part of our corporate strategy, and our teams are committed to limiting the use of our natural resources in order to preserve and protect them.

#### An ambitious and committed roadmap

By 2022, the CAMUS Climate Steering Committee has set out its ambitions for a low-carbon world in its “CLIMATE ROADMAP”.

Aligned with the Paris Agreements and the SNBC (National Low Carbon Strategy), CAMUS’ low carbon roadmap is based on an operational approach to reducing emissions across all its activities, an approach made concrete by the deployment of action plans that mobilize all the company's departments.

From a methodological standpoint, CAMUS first drew up a diagnosis using the ACT method (Assessing Low Carbon Transition®), an initiative launched by ADEME agency in line with the Paris Accords, a method that evaluates the company's strategy on a global scale.

In parallel with this diagnosis, CAMUS is now piloting its climate strategy using the NZI® (Net Zero Initiative) method, a

reference framework developed by the Carbone4 agency.

#### OUR TRAJECTORY

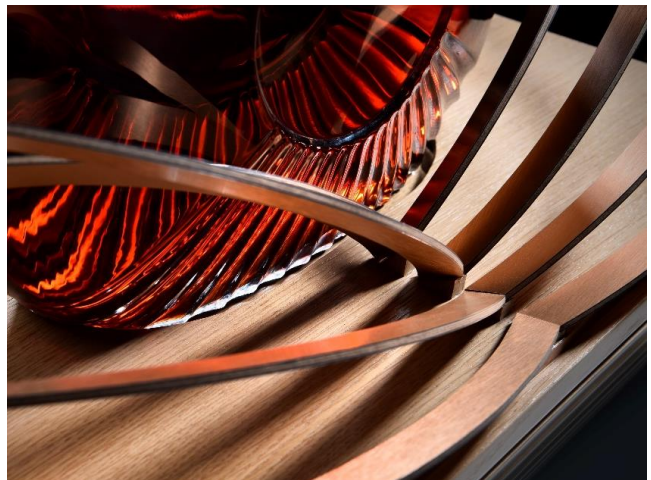
**Significantly reduce our direct and indirect emissions.** We are committed to reducing our global footprint by 5% each year to achieve a 20% reduction by 2025 in all scopes compared with 2021.

To achieve a 50% reduction by 2040, we are refining our roadmap and pursuing our approach with all our stakeholders.

At the same time, we have calculated our capacity to sequester CO<sub>2</sub> and we are looking to **develop carbon sinks** in our value chain and our land.

Finally, to make this strategy concrete and shared, staff representatives and CAMUS management signed a new profit-sharing agreement in 2023 which includes a “Climate” indicator.

This indicator follows our target of reducing GHG emissions (all scopes combined), which must be reduced by 5% per year to unlock the bonus.







## 03-1-2 CARBON FOOTPRINT IN 2023

### ACTIONS & RESULTS

#### Targets 2022-2025

**PACKAGING:** Reduce the impact of our packaging by 30% through our eco-innovation strategy.

**VINEYARD:** Support our winegrower partners by the Environmental Cognac Certification and develop carbon sinks.

**ENERGY:** Increase the proportion of renewable energy in our processes and continue our energy saving plan.

**TRANSPORT:** Approach zero air transport, optimize our transport and access to low carbon impact transport (river, rail, etc.).

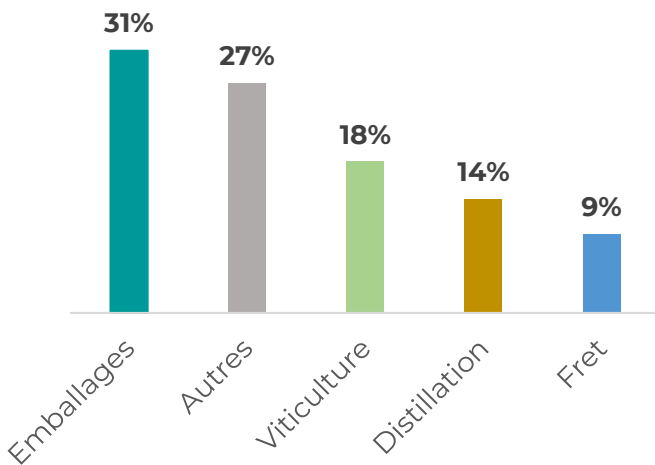
#### Our method

Every year, we measure all our emissions, item by item, without compromise (Bilan carbone ® method). Our method and results are verified and certified by an accredited agency.

We record the carbon emissions generated by our activities, both direct and indirect, on all three scopes. Over 200 data sets are collected from our vineyards, our partner winemakers, our suppliers and all our sites (distillery, ageing, bottling, head office, etc.).

#### 2023 results

In 2023, total emissions from CLGM's activities will amount to 8,564 tonnes. This is 4% less than in 2022, and a 16% reduction since 2021. The sharp reduction observed over the last two years is largely due to a policy of zero air freight, decided on when the 2021 carbon balance was drawn up, and which has enabled us to avoid more than 1,000 tonnes of emissions. In 2023, the "packaging" item fell by 11%, thanks in part to actions taken as part of our eco-design approach. While these results are encouraging, we know that the next stages of reduction will be more complicated to achieve.



2023 CARBON FOOTPRINT



GHG emissions reduction since 2021

**-16%**

Emissions reduction from packagings

**-11%**

Air transport for our products (T.km)

**<0,32%**



## 03-3-3 ENERGY EFFICIENCY AND CARBON SEQUESTRATION

### ACTIONS & RESULTS

#### Energy saving plan

At the end of 2022, in order to comply with the “french tertiary sector decree” and pursue our efforts in terms of energy consumption, CAMUS launched a plan called “PLAN DIX%” (*in English TEN% PLAN*), a collective energy-saving plan focused on consumption excluding production processes.

The plan has three main parts:

1. Control and measure our consumption (using high-performance metering systems)
2. Invest and renovate (integrate the energy factor into every investment)
3. All players: each employee is a player in this plan (respecting instructions, disseminating best practices, alerting on malfunctions and proposing actions in favor of energy sobriety).

The PLAN DIX% is part of the company's ongoing strategy. Between 2022 and 2023, nearly 7% of energy savings were achieved outside the manufacturing process (distillation and cellars).

#### Carbon sequestration and sinks

In 2023, CAMUS launched an in-depth study of the carbon storage potential in its value chain with the CARBONE 4 agency. To measure this potential across all available carbon reservoirs, an analysis of organic carbon inputs and outputs was carried out at the scale of vineyard soils, as well as estimated calculations for other reservoirs (forests, meadows, straw). This study showed that the soils of our vineyards are naturally very rich in carbon, which translates into a high initial stock on the plots studied, and into destocking phenomena on certain terroirs, linked to our cultivation methods of natural grassing. Forests have the greatest annual storage capacity. Total sequestration amounts to around 275 tCO<sub>2</sub> per year for our vineyard, well below what we had projected before carrying out this study.

We have demonstrated that, in order to increase the “sequestration” share, we will have to activate levers other than “vineyard soils”. The balance between soil biodiversity and carbon impact is a complicated compromise, and we're just beginning to understand it.



# 04 OUR COMMITMENT TO WOMEN AND MEN

CREATE SUSTAINABLE ECONOMIC AND SOCIAL VALUE

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As an independent, family-owned business, we create extensive economic and social value. CAMUS is deeply rooted in the Cognac region and works to showcase women and men who live there and the know-how that they embody.

Our vision is to see each of our actions, each of our initiatives, makes us progress, with our collective as our first asset.

Our social policy is structured around four topics where we measure our impacts and contributions.

**VALUE AND TRANSMIT OUR KNOW-HOW**

**PROMOTE WELL BEING AT WORK AND ACT FOR SAFETY**

**ENSURE EQUALITY AND PROMOTE DIVERSITY**

**DEVELOP TERRITORIAL ANCHORAGE**





## 04-1 Value and transmit our know-how

### 04-1-1 SUSTAIN, PRESERVE AND PASS ON

#### VISION & PRIORITIES

Training is a key value of our organization. We support our employees throughout their careers, in particular through an ambitious training policy designed to pass on the know-how of our heritage. Our objective is to achieve an annual training rate of 95% of our workforce, with 15 hours of training per employee.

In addition to statutory training, we deploy our training plan across all categories, with the aim of offering everyone the opportunity to enhance their professional skills, as well as other skills not necessarily directly related to their position.

#### ACTIONS & RESULTS

##### Training policy

In 2023, 82% of the CLGM workforce received training, with 137 training sessions given over the year. 89% of the female workforce received training, compared with 75% of the male workforce.

The number of people trained by socio-professional category is balanced, with roughly the same percentage of employees

trained in each category. The percentage is slightly higher for the blue-collar and white-collar categories, due to the proportion of statutory training.

##### The Camus Academy

Since 2017, the Camus Academy has been offering all its employees online training, face-to-face sessions as well as visits and meetings. The Academy is an opportunity for every employee to gain a better understanding of our company, our businesses and our products. In 2021, a further step was taken in the digitization of content with the possibility for all employees to access e-learning on a dedicated platform.

In 2023, 28 training modules were offered and available to all employees, generating over 700 connections.



Training rate (*Academy included*)

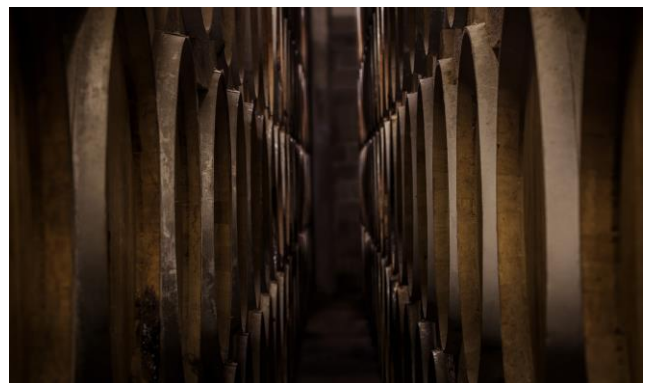
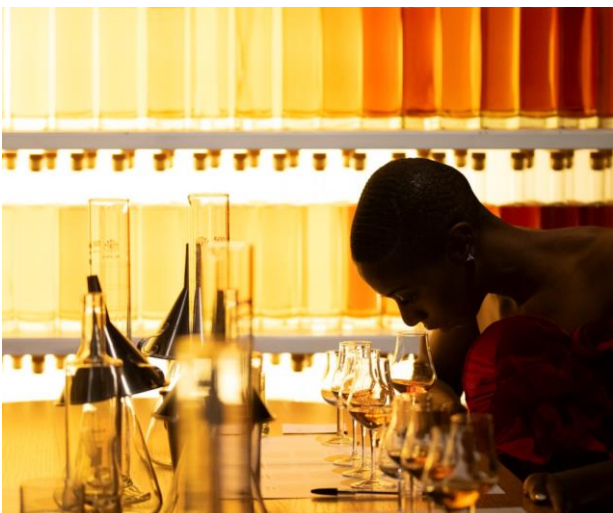
**100%**

Training hours per employee (*Academy included*)

**15,6 h**

Total number of training hours (*Academy included*)

**1560h**





## 04-2-2 HIGHLIGHT EXCELLENCE IN KNOW-HOW

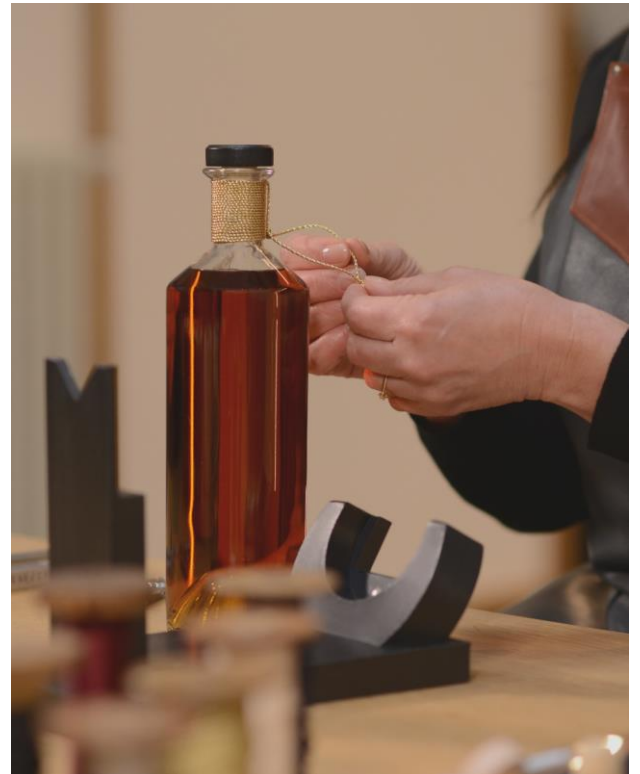


### « Ateliers CAMUS »

Considering cognac and its tasting as one of the fine arts, Cyril CAMUS and his wife Alexa created Les Ateliers in 2018, with the aim of offering exceptional pieces. Bucking a trend towards outsourcing certain businesses, the desire is to integrate new know-how and broaden the spectrum of skills within the House.

The Ateliers are the heart of unique craftsmanship, and each piece is a showcase for the talents of the artisans and artists who work with us on our projects. From crystal-makers to embroiderers, from goldsmiths to trunk-makers, CAMUS works with the most renowned craftsmen to offer connoisseurs and collectors the opportunity to create their own cases for exceptional Cognacs.

The Ateliers are also about the talent of our employees, who have developed unique skills such as leatherwork and engraving, as well as the talent of our cellar master, who dedicates a unique blend of our finest eaux-de-vie to each creation.





## 04-2 Promote well being at work and act for safety

### 04-2-1 GUARANTEE SAFETY, HEALTH AND WELL-BEING

#### VISION & PRIORITIES

Working conditions play a decisive role in the development of our employees, and we make the health and safety of our people a priority. Risk prevention is at the heart of our safety policy, and every new employee is made aware of and trained in safety issues at every one of our sites. This policy is based on regular risk identification, the monitoring and steering of an annual action plan, and regular employee awareness-raising.

#### ACTIONS & RESULTS

##### Social report

The CLGM workforce is 90% permanent: 23% blue-collar workers, 37% employees, technicians and supervisors, and 40% managers.

Turnover for 2023 is estimated at 21% for all contracts and 13.1% excluding fixed-term contracts. With a target of 12%, we plan to stabilize our workforce in the medium term, as a result of our HR policy and our efforts to develop our employer brand. Moreover, since 2022, we have noted a greater efficiency in our hiring process, since in 2023 87% of the people hired in 2022 and 2021 are still in post after 24 months. The proportion of employees who have been with us for more than 5 years is also on the rise, and now stands at 70%.

##### Act for safety

In 2023, we took advantage of a request from CARSAT (Caisse d'Assurance Retraite et de la Santé au Travail) to carry out comprehensive workstation studies and make progress in the prevention of MSD (Musculoskeletal Disorders). These studies, carried out on our bottling line and in our ageing cellars, have enabled us to gain a better understanding of the professions concerned by MSDs.

Seven work-related accidents resulting in sick leave were reported in 2023. However, the severity rate is low at 0.21%. With a view to remedying the causes of each accident and "near miss", members of the SSCT together with the relevant stakeholders (witness, safety

department manager and HR) systematically draw up a cause tree and propose recommendations. The majority of accidents are concentrated in the bottling activity. Prevention work will continue in this area, with the renewal of "gestures and postures" training, workstation studies with an ergonomist from the occupational health department, and the planning of workstation adjustments.

##### Trust Index®

To better meet its employees' expectations, CAMUS launched a survey in 2023 in collaboration with Great Place to Work®.

The Trust Index® survey was carried out in November, with a very high participation rate (90%). The results of this independent and anonymous survey provide us with an objective, structured and collective view of the current state of employee commitment.

The survey also enables us to identify strengths and potential for improvement. A roadmap co-constructed with all employees is planned for 2024, taking into account the opinions and feedback gathered during a dedicated day.

##### Promote a healthy, friendly working environment

2023 was an opportunity to rethink our workspaces and define a real estate master plan enabling us to project the medium-term investments needed to renovate our buildings. The first stage is scheduled for 2025 with the administrative and reception areas of the Cognac head office.

At the same time, to meet the new challenges, the RPS group (prevention of psycho-social risks) was revitalized in 2023 and formed with the aim of drawing up a new roadmap for the years ahead.



## 04-2-2 A SHARED CORPORATE PROJECT

### Living together

In June 2023, CAMUS'vineyard was awarded the Grand Prix "Vivre Ensemble" (*trad. Living together*) at the Cognac Committed Vineyard Awards, a competition organized by Terre de Vins and the Cognac industry. This first edition rewarded the best initiatives responding to the industry's sustainable development challenges. The "Vivre Ensemble" category highlights the societal dimension, good human resources management, work on relations with neighbors and within the community, and the implementation of actions to promote the transmission of knowledge or the attractiveness of the region.



### 160 years CAMUS

2023 marked the 160th anniversary of the House. The CAMUS Odyssey was celebrated with all Group employees at a festive evening in Cognac.

### Communication

To improve our internal communications, we deployed a corporate website in 2023. This internal website is regularly updated by all departments and enables regular exchanges on the life of the company.





## 04-3 Promote diversity

### ENSURE EQUAL CAREER SUCCESS

#### VISION & PRIORITIES

Our aim is to offer everyone the conditions for success and fulfillment within our company, without distinction, and to respect everyone's individuality. We are proud to boast an equal distribution of men and women in our workforce.

#### ACTIONS & RESULTS

##### Gender equality

In line with the calculation methodology defined by the French Ministry of Labor, CAMUS publishes the results of its gender equality index every year. In 2023, the index stands at 79/100, up 4 points in 2022. The Human Resources department, in collaboration with employee representatives, has set targets for those indicators where the maximum score has not been achieved.

For CLGM, this concerns the pay gap and the number of employees of the under-represented sex among the top 10 earners.

In 2023, 57% of management positions will be held by women. This figure is 8 points higher than in 2022, and demonstrates the company's determination to advance professional equality.

At CAMUS, there are no gender-specific professions. Line manager, cellar master, production manager, cellar agent and forklift operator are all examples of positions held by women over the last ten years.

##### Raise awareness and progress

CAMUS is committed to combating discrimination, stereotypes and sexist behaviour.

In concrete terms, the aim is to organize an awareness-raising event for all employees every two years.

For example, in 2023, the Sustainable Development department and the CSE

harassment referents organized an "escape game" to raise employee awareness of ordinary sexism in the workplace. On this occasion, over 90 employees got together to tackle the subject of sexism and explain to everyone the different forms it can take in the workplace.

##### Singularity

Our social policy promotes respect for the individuality of each of our employees. We do not tolerate any form of discrimination, moral or sexual harassment, or any form of violence in the course of, or as a result of, our work.

We are constantly striving to improve our performance, to enable as many people as possible to enter all our professions, and to be more inclusive.

By 2023, our workforce will include more than 20% of employees aged over 55, to whom we offer individualized career support.



Share of women on permanent contracts

**51%**

Share of women in management positions

**54%**





## 04-4 Territorial anchorage

### SPREAD OUR VALUES

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#### VISION & PRIORITIES

In line with its ambitions in terms of commitment to women and men, CAMUS creates social value, supports local development and local networks within its territory. But it's also in CAMUS' DNA to promote its know-how, heritage and values beyond our region and the national territory.



#### ACTIONS & RESULTS

##### **An active player in Cognac sector**

As a member of local organizations, the Bureau National de l'Interprofession du Cognac and the Syndicat des Maisons de Cognac, CAMUS works to promote our region and plays an active role in the development of the industry.

##### **60 years of Franco-Chinese friendship**

Maison CAMUS, in tribute to its long-standing relationship with China, has decided to support and partner the artist Gwendoline Finaz de Villaine: Le Voyage du Dragon.

This artistic collaboration commemorates 60 years of friendship between France and China. Launched at the Grand Palais in February, then presented in June on the Place du Panthéon in Paris, the Le Voyage du Dragon installation has now been moved to the Maison's vineyards in the heart of the

Borderies cru. The work was inaugurated in the presence of the Chinese ambassador to France and a former French prime minister.

##### **Gastronomy and CAMUS, a shared art of living**

CAMUS is committed to promoting French excellence, the art of living and the arts. In 2023, this commitment was illustrated by several events and partnerships with Michelin-starred chefs in France and China. These partnerships promote a shared vision of excellent products and a certain art of living.

##### **Art and Manga**

To mark the 50th edition of the Angoulême Comics Festival, Maison CAMUS joined forces with the Human Academy to organize an exhibition featuring several young artists.

# 05 APPENDIX

## 05-1 Protocole de reporting

As part of its CSR policy, Camus has defined indicators to measure its performance and steer the associated action plans. The purpose of these indicators is to feed the CSR dashboard, to help with strategic steering, and to monitor and develop the actions to be taken as part of the company's strategy.

### **A- CSR REPORTING METHODS**

#### ***a) Roles and responsibilities of reporting participants***

Indicators are transmitted by the departments concerned and consolidated by the Sustainable Development Department. Camus' CSR governance provides for these indicators to be reviewed and validated by the CSR Committee.

#### Reporting steps

Step 1 \_ Data collection: Contributor role. Contributors collect data within their scope. Some data requires consolidation, for which the contributor is responsible. The data is collected using an Excel file, professional software or an online platform, depending on the indicator concerned.

Step 2 \_ Data validation: Validator role. Management validates the data before sending the indicators for consolidation. In particular, the validator checks the data for any significant variations, and is responsible for the data transmitted before consolidation.

Stage 3 \_ Consistency check and data consolidation : Sustainable Development Department. The Sustainable Development Department assists contributors and validators where necessary, warns of unjustified discrepancies and checks that reporting is carried out correctly and on time.

Stage 4 \_ Internal review and validation: CSR Committee. Once or twice a year, the CSR Committee reviews the indicators and validates their communication.

#### **b) Scope and timeframe**

The scope is Camus La Grande Marque, and the timeframe is annual, covering the calendar year from January 1 to December 31 of the reporting year. Data relating to headcount (HR data) concern the France perimeter.

#### **c) Reporting tools and traceability**

Data is collected in various formats: Excel files, professional software or online platforms, depending on the indicator concerned. Consolidation is carried out on an Excel file. Data traceability is a key factor in the reliability of reporting. It guarantees the reproducibility of reporting in a comparable form from one year to the next. In order to guarantee traceability of information, contributors must retain the source data for each indicator.

The following are kept source documents (invoicing tables, list of employees, etc.) used to calculate the indicator; documents needed to understand the results, or facilitating them: e-mails exchanged during the campaign, containing questions raised, answers given, methodological choices, etc.

## 05-1 Reporting protocol

### **B- CSR Indicators methodology**

Economic indicators: Derived from audited financial reports.

Social indicators: Derived from the BDESE, which complies with regulatory requirements, and HR monitoring indicators.

Environmental indicators: Climate data are verified by an external expert firm, as are eco-design and life-cycle data, derived from our scoring tool validated by the French eco-design cluster and complying with ISO14040 and ISO14044 standards. Consumption data is taken from invoices. Material balances are based on regulatory receipts.

### **C- List of social indicators**

Subject	Title	2023 performance
Social report	Total workforce in FTEs (scope CLGM)	102
	Percentage of employees on permanent contracts	90%
	Turn over	21%
	Percentage of employees aged over 55	21%
	Percentage of employees with more than 5 years' seniority	70%
Training policy	Total hours of training provided outside the Academy	1 267
	Total hours of training provided Academy included	1 560
	Training hours per FTE outside the Académie	12,8
	Training hours/FTE Academy included	15,6
	Percentage of staff trained outside the Académie	82%
	Percentage of women trained outside the Académie	89%
	Percentage of men trained outside the Académie	75%
	Number of training sessions outside the Académie	137
Health and safety at work	Number of work-related accidents with lost time	7
	Frequency rate (number of lost-time accidents per million by number of actual hours worked)	44%
	Severity rate (number of days off work per thousand actual hours worked)	0,21%
Equality between women and men	Gender equality index	79
	Share of management positions held by women	57%
	Share of women in management positions	41%

## 05-1 Reporting protocol

### C- List of environmental and compliance indicators

Subject	Title	2023 performance
Ethic and compliance	Percentage of new employees trained in the Code of Ethics (e-learning + presentation)	95%
	Number of alerts and/or defaults	0
	Percentage of new suppliers who have signed the Ethical Standards	100%
	Percentage of suppliers who have signed the Ethical Standards	53%
Sustainable viticulture	Share of supplies with Cognac Environmental Certification	37%
	Treatment Frequency Index excluding herbicides, biocontrols and obligatory treatments for flavescence dorée (La Gerbaude)	9,42
	Herbicide Treatment Frequency Index, excluding biocontrol (La Gerbaude)	0,25
Water	Water consumption in m3/hectoliter of pure distilled alcohol (Le Buisson)	0,80
	Water consumption in m3/hectoliter of pure cut alcohol produced (La Nérolle)	0,13
	Water consumption in m3 CLGM	5 195
Eco-design	Share of products rated A or B (excluding products from one-off and small series Ateliers)	54%
	Average score for scored products (excluding products from Ateliers pièces uniques and small series)	59,10
Waste	Total waste in tons	178
	Quantity of waste for incineration in tons	20
	Share of waste recycled and/or recovered	89%
Dry materials suppliers	French manufacturing suppliers as % of purchases	70%
	Regional/local manufacturing suppliers as % of purchases	24%
	Share of suppliers with a CSR policy as% of purchases	78%
Carbon footprint	Global emissions in T of CO2 emitted	8564
	Scope 1 emissions in T of CO2 emitted	45
	Scope 2 emissions in T of CO2 emitted	757
	Scope 3 emissions in T of CO2 emitted	7762
Energy	Total electricity consumption in kWh	694 544
	Total gas consumption in kWh	3 001 444
	Total consumption excluding manufacturing process (distillation and cellar) in kWh	987 750