



MOLINARD

CRÉATEUR PARFUMEUR

1849 - Grasse

OUR RESPONSABILITY

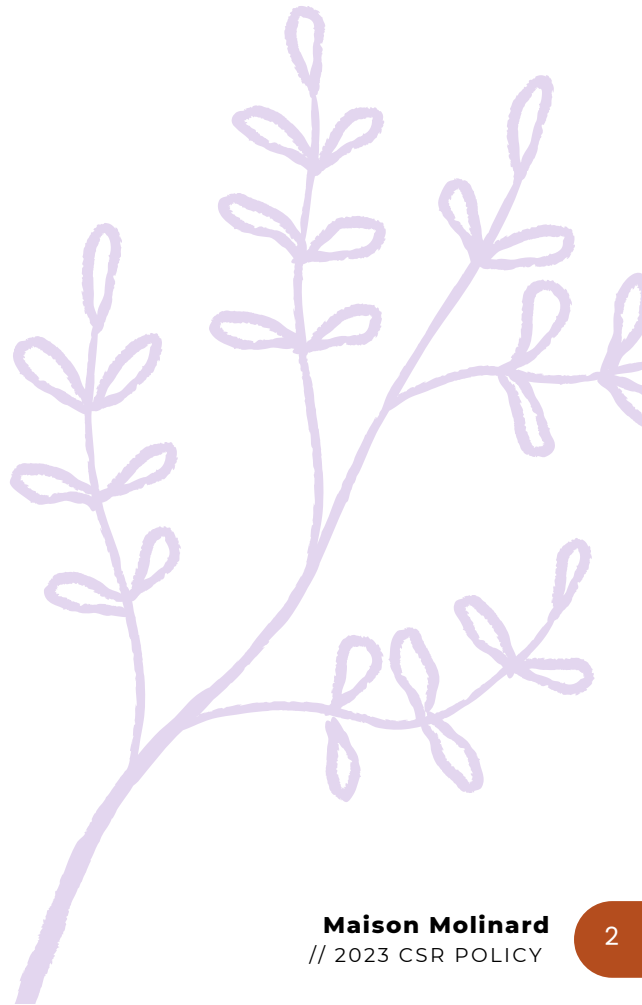
& SUSTAINABILITY POLICY



// January 2023

OUR POLICY

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A WORD FROM THE CEO



Commitment is in Molinard's DNA.

Molinard has been an independent French family business since 1849 and has always made the choice to manufacture products of uncompromising quality, but also to work with enthusiastic, committed, and responsible employees and partners to forge lasting ties. This is because we believe in heritage perfumery, a craft that is enriched with time through countless experiences and inspirations, preserving the past to perfect the present. The quality of our materials, combined with the exceptional savoir-faire honed and nurtured by our artisans, helps ensure our creations are sustainable. But the challenges the world faces today means we must reinvent ourselves and be an agent of change.

We are moving forward on this path by committing ourselves to incorporating social, societal, and environmental objectives into our business and operating model, building a company that is ever more committed, joyful, creative, and meaningful. Our commitments address three key areas: the environment, people, and our products. Our company now intends to become even more involved in protecting the environment, implementing socially focused values, and promoting local and national craftsmanship. Collectively, we act every day to achieve our objectives in each of these areas and, above all, to create a better future. We're not perfect ... but we're working on it!

"Molinard, the essence of commitment."

Maison Molinard

Grasse, 2022 December 6th

Célia Lerouge Bénard

Chief Executive Officer, Parfums Molinard



OUR COLLECTIVE

focus



OUR COLLECTIVE

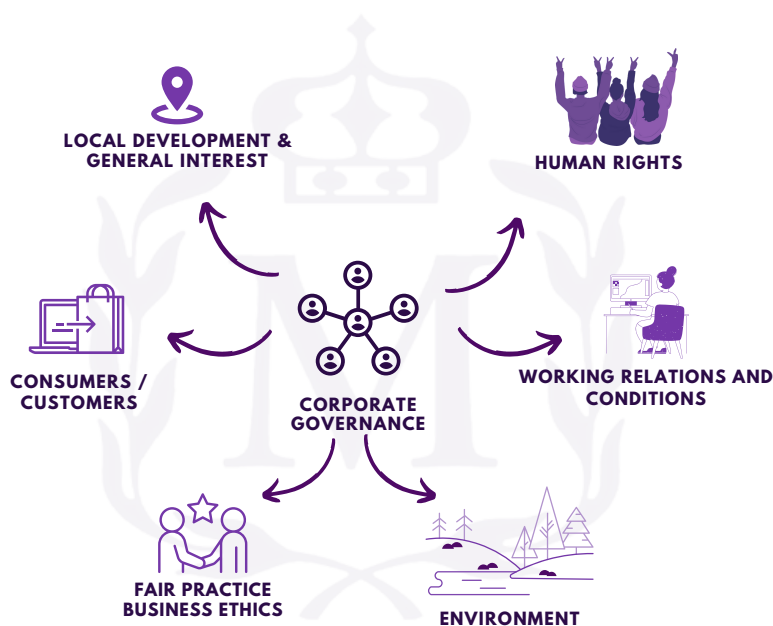
focus

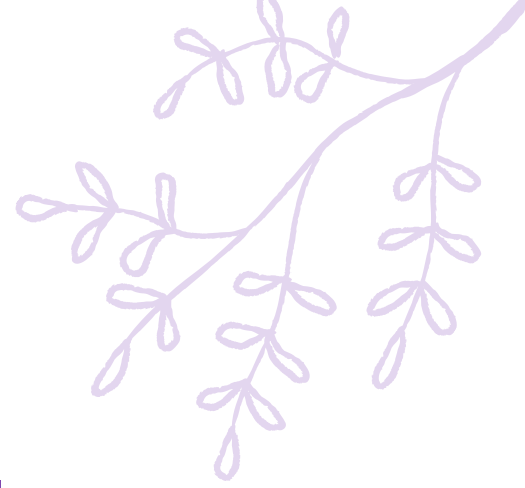
To demonstrate our convictions – to walk our talk – and give our collective initiatives real meaning, we devoted our energy in 2022 to identifying the main impacts, direct and indirect, of our business.

With the support of a consulting firm in sustainable and responsible strategy, we have had solid expertise guiding us with a methodology and tools based on the fundamentals of ISO 26000 – Social Responsibility. The development and implementation of our policies center on social, environmental, and economic issues.

In keeping with our collaborative focus, we are determined to enhance and promote the professional business expertise of our employees by collectively brainstorming, inventorying, and formalizing Molinard's commitments. Our project team, led by an in-house CSR liaison, is the driving force behind the full, effective implementation of our intentions.

Through each individual's precious contribution, with continuous improvement as our objective, we have formalized and prioritized Molinard's commitments.





OUR FUNDAMENTAL

values



OUR FUNDAMENTAL

values

01

A family story

Molinard, an independent family company for five generations, transforms the emblematic, precious raw materials of perfumery into matchless fragrances.

02

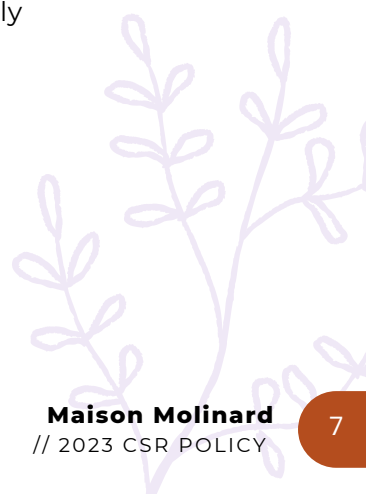
Innovation inspired by emotion

We strike the perfect balance between tradition and avant-garde, innovation and experience, heritage and invention. All of our fragrances tell a story and bring new emotions to life.

03

Strong local roots

Grasse, the birthplace and world capital of perfumery. This historic land of fragrance is where Molinard was born and has, for more than 170 years, ceaselessly pursued its love for exquisite materials.



OUR FUNDAMENTAL

values

04

Quality fragrances

We believe that we cannot create exquisite fragrances without using exquisite ingredients, be they born of science or nature.

05

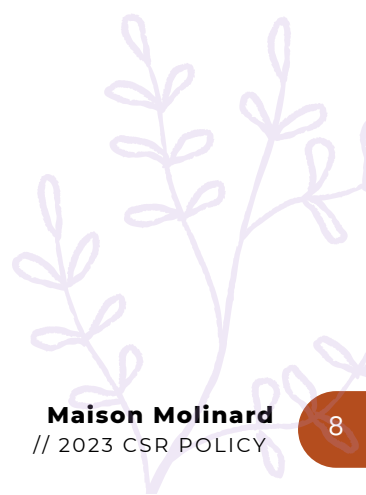
Distiller of wellbeing

We believe that fragrances breathe beauty into our lives and that it is both our duty and our calling to help each and every person experience them.

06

Renowned savoir-faire

A rare, superior savoir-faire honed across generations, one that successfully combines craftsmanship with industrialization, while preserving authenticity.





OUR

priorities



OUR

priorities



PA 3 - Respect each person

Respect each person's being, dignity, and fundamental rights.



PA 9 - Protect our employees

Protect our employees' health and safety.



PA 1 - Develop and implement our CSR policy

Formalize the strategy, involve stakeholders, ensure management commitment, devote means and organization to CSR.



PA 5 - Protect personal data

Protect the data of employees, customers, and other stakeholders.

OUR

priorities



PA 6 - Support long-term employment

Combat job insecurity and minimize its consequences.



PA 7 - Workplace quality of life

Promote quality of life in the workplace for all employees.



PA 8 - Social dialogue

Create the conditions for social dialogue in all its forms.



PA 11 - Fair and equitable pay

Ensure a fair and transparent remuneration system.

OUR

priorities



PA 13 - Resources

Minimize resource consumption.



PA 15 - Environment

Implement an organized environmental-protection policy.



PA 16 - Fight corruption

Prevent any act of active or passive corruption.



PA 18 - Supplier social responsibility

Foster social responsibility among suppliers.

OUR

priorities



PA 25 - Initiatives of general interest

Support social, environmental, or solidarity projects and programs



PA 22 - Quality & satisfaction

Ensure product and/or service quality and guarantee customer satisfaction.

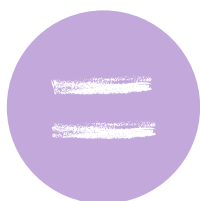


PA 2 - Responsible governance

Provide the conditions for responsible governance through equitable and participatory operations. Ensure diversity and representativeness, minimize financial and other risks.

OUR

priorities



PA 4 - Fight discrimination

Prevent all forms of discrimination and promote equal opportunities.



PA 10 - Develop skills

Developing the skills of all our employees.



PA 12 - Eco-design

Eco-design products, services, and business activities.

OUR

priorities



PA 14 - Pollution

Minimize all forms of pollution as much as possible.



PA 17 - Fair competition

Ensure the conditions for fair competition.



PA 24 - Socioeconomic development

Contribute to the socioeconomic development of the regions in which we work.

THE COMMITMENT OF

Molinar



THE COMMITMENT OF

Molinar

CONSCIENTIOUSLY TAILORED COMMITMENTS

For our brainstorming sessions to generate our idea inventory, our project team involved all other Molinar employees. We take great care each day to remain consistent with our business sector and our strategic ambitions.

We monitor each commitment using relevant indicators and an appropriate time frame. We stay aligned with the Sustainable Development Goals that guide companies to achieve a better and more sustainable future for everyone. They address the global challenges we face.



OUR COMMITMENTS

Sustainable Governance

Molinarid's executive management is well aware of the importance of incorporating social-responsibility concerns into its broader strategy.

We involve our internal and external stakeholders in our policies and outcomes through a collective, collaborative approach.

The ideas and visions of these stakeholders are taken fully into account in our day-to-day planning.

Molinarid, an independent company for five generations, is led by gender-balanced double-headed management. In our pursuit of continuous improvement, we have established new commitments for the year 2023.



8 commitments

- Create our CSR policy
- Include a CSR update in the service meeting
- Establish in-house CSR monitoring
- Establish monitoring by an external firm
- Create a working group (GS TEAM)
- Establish a CSR staff liaison
- Create a questionnaire for anonymous feedback: employees and customers
- Create an objectives monitoring chart

OUR COMMITMENTS

Human Rights

Molinard takes great care to respect each person's being, dignity, and fundamental rights.

We are committed to promoting equal opportunities and ensuring diversity within our company. We want to do even more to fight all forms of discrimination and harassment.

We use business tools that ensure we properly manage the personal data of our customers, suppliers, employees, and other stakeholders.

To make our initiatives even more meaningful and progress further in 2023, we have formalized new commitments in this area.



8 commitments

Establish a trained in-house staff liaison on harassment

Add a section to the in-house ethics policy /BPG

Feasibility study for HR management software

Section in the welcome booklet

Section in the Good Recruiter's Guide (GRG)

Section in the Best Practices Guide (BPG)

Establish GDPR monitoring

Implement support and monitoring plan

OUR COMMITMENTS

Work Relations and Conditions

Molinard is committed to consistently promoting its employees' well-being by creating a pleasant and caring environment. Our company's modest size creates a dynamism, responsiveness, and flexibility that fosters strong ties.

The past two years have led to major change in everyone's habits and needs. Now in a social and economic context of greater tension, we are determined to nurture and support our employees and promote their skills, ensuring their well-being such that we may meet the company's objectives together.

We have formalized several commitments this year in this vital area to ensure quality of life in the workplace.



14 commitments

- Establish a recruitment policy
- Create a recruitment monitoring chart based on contract types
- Study the renovation project for the wood-fired kitchen
- Study the renovation project for the Bastide kitchen (paint)
- Study the redevelopment of the open space
- Create a procedure for persons with disabilities
- Establish annual individual interviews
- Plan a team-building event
- Create an in-house communication plan
- Software training to streamline in-house communication
- Implement a monthly in-house newsletter
- Establish a training plan
- Add a question on training aspirations in the annual individual interviews
- Create a benchmark to be informed on market salaries

OUR COMMITMENTS

environment

In light of the planet's climate emergency, Molinard is well aware of the importance of being not only responsive, but proactive.

As a fragrance producer since 1849, we are aware of the direct and indirect impacts of our business. As we pursue continuous improvement, we want to measure these impacts so we may consistently and collectively reduce them.

Naturally, we have incorporated the concept of eco-responsibility – both in terms of purchases and processes – in the design and manufacture of our products for a number of years. Our 2023 commitments will help us reframe these practices in a formalized approach, to ensure full transparency.

We want to raise awareness in-house among our employees, as well as among our outside partners and suppliers, to move forward together on these matters.



16 commitments

- Identify French/EU/ Non-EU suppliers
- Identify the MPs/packaging/processes where we need to reduce impacts
- Conduct an environmental audit on each site
- Replace light bulbs with LEDs
- Repair glass windows/doors
- Request carrier/supplier GHG/carbon-footprint report
- Perform feasibility study on solar panels
- Implement a new packaging policy
- Study the replacement of taps by aerators
- Implement waste sorting/recycling in offices
- Create an indicator monitoring chart (solid waste)
- Get estimate for future installation of special maceration-room floor
- Eliminate use of pesticides in garden/grounds maintenance
- Eco-friendly cleaning products
- Implement a Best Practices Guide (BPG)
- Implement a hazardous waste dashboard

OUR COMMITMENTS

Business Ethics

Molinard ensures that it respects fair competition through its practices and for years has established and maintained lasting ties with its suppliers and partners by responding collectively and transparently to future challenges.

We want to go a step further in 2023 by proactively supporting their social responsibility. In addition to their commitment to our company, which we consider essential, we want to encourage them to commit to a tangible, implemented CSR plan.

Our commitments are structured around these intentions.



8 commitments

- Add a section on fighting corruption in the Best Practices Guide (BPG)
- Add a section in the supplier/service provider CSR pledge
- Add a section in the welcome booklet
- Add a section in the Molinard purchasing policy
- Create a supplier/service-provider CSR pledge
- Learn supplier commitments through a questionnaire
- Identify CSR-committed suppliers
- Recognize CSR-committed suppliers on the platform (A, B, C, etc. rating)

OUR COMMITMENTS

Respect for The Customer

Our customers are central to everything we do and are our highest priority.

Molinard is aware that it inspires a wide range of emotions through its fragrances.

Our venerable savoir-faire and our location in a region that has strong local roots has resulted in earned recognition for our expertise. Our teams carefully select each ingredient to ensure we provide only the best. In addition to the general information we share, we also warn those who use our products of any health and safety risks. In 2023,

Molinard intends to focus on soliciting and listening to customer feedback to develop even closer ties with them. We want to go further still by encouraging customers to commit to even more sustainable consumption.



1 commitment

Create an anonymous customer satisfaction survey

OUR COMMITMENTS

Local Development, General Interest

Molinard contributes to the region's socioeconomic development through its recruitment and key business partners.

We have been promoting and supporting occupational integration for years by working with persons with disabilities in our production division. Centrally located in Grasse, the perfume capital of the world, Molinard has set ambitious objectives for 2023 to intensify its initiatives in this area.

Driven by the desire to collectively support solidarity projects and programs, we have also increased our actions to encourage our customers to join us in such efforts.



5 commitments

- Add a section on the local aspect in our recruitment policy
- Create a "Good Recruiter's Guide"
- Add the % of local purchases to the purchasing policy
- Formalize a Molinard purchasing policy
- Feasibility study to donate a % of sales turnover to a non-profit organization



MOLINARD

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1849-Grasse

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