



2022-2023 CSR REPORT

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A WORD FROM THE **MANAGING DIRECTOR**

What if CSR was a sustainable growth driver?

We've come a long way in 4 years, since that day in November 2019 when our customer, one of the world's largest sports equipment manufacturers, asked us what actions Bong was taking in terms of CSR.

As a French plant within a Swedish group, Bong already benefited from a recognized social ethic, had several certifications and was committed to using FSC® or PEFC™ certified paper. However, we quickly realized that our customers, influenced by end consumers, would not let themselves be convinced of a real social, societal and environmental dynamic without more arguments!

It was this customer, who gave us the time to define a CSR policy that was more ambitious than ever, that really raised our awareness. From then on, step by step, and in all humility, Bong began to advance along the path of CSR.

COVID has been a catalyst for awareness, temporarily for some of our clients and more durably in terms of our staff's expectations.

Our biggest successes with international customers are in fact due to a purely CSR approach. One example is the relocation of production in Europe, in one of our factories, of products that a customer used to purchase in Asia. The development of new products and manufacturing processes, in close partnership with an engineering company, to significantly reduce our carbon footprint, are also CSR arguments that have won over our customers.

However, the path has not been a smooth one. For example, as soon as the threat of COVID receded, and container rates from Asia returned to reasonable levels, even as a European recession began to emerge, some of our customers went back to sourcing from their Asian suppliers. For some, the CSR arguments of buying locally were no longer a priority.

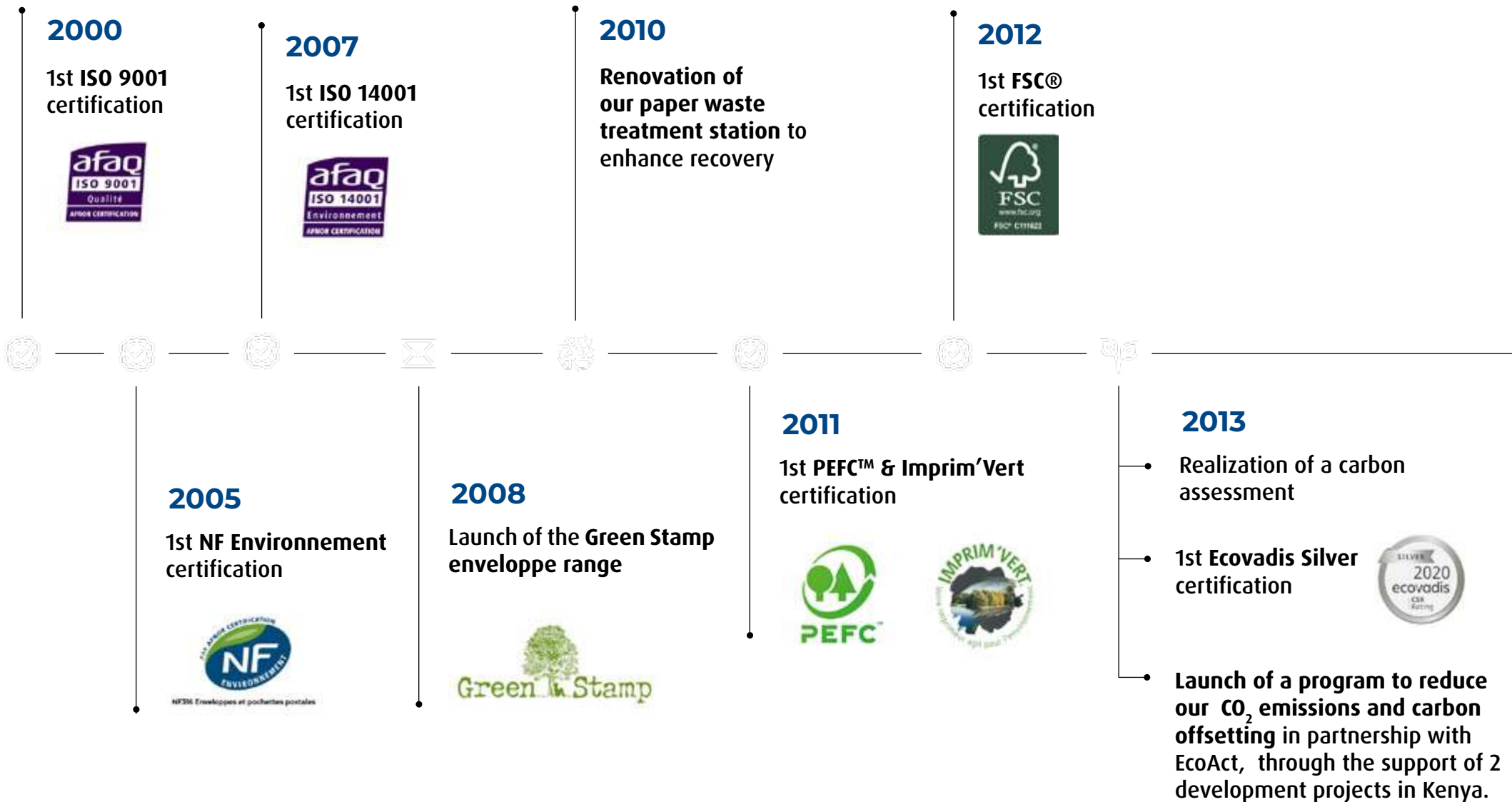
Is this a step backwards? Certainly more like one of many hurdles to overcome. But the direction has been taken, and we intend to do our part. Whether they come from our employees or our end-customers, expectations are so high that they will eventually force all recalcitrants to adapt or disappear!

Change is underway, and we intend to make our own contribution to it. So thank you to our customers' clients for encouraging them to embark on this transition... Now it's our turn to encourage our suppliers to join us on this journey, without waiting for hypothetical measures from the world's leaders.



Pascal Gravouille
Managing Director
Bong South Europe & Bong Retail

MORE THAN 20 YEARS OF COMMITMENT TO CORE ENVIRONMENTAL ISSUES



Transfer of paper bag, gift bag and e-com bag machines to France for production closer to our customers

2015

Recruitment of an ergonomist to work on improving working conditions

2019

Launch of the e-Green range: 100% paper e-commerce bag



Creation of Bong Africa : factory in Tunis for the African market, the ultimate aim being to manufacture on this site products with manual finishing currently subcontracted to Asia

2021

Launch of h-Green: a paper bag range made from recycled paper



2023

Launch of the AirPro Green range, a plastic-free padded e-commerce bag



Launch of the e-Double range, an e-commerce bag made from recycled paper, without paper waste and water resistant



2016

1st Ecovadis Gold certification



Signing of the United Nations Global Compact (Bong group)



2020

Creation of a CSR committee

Launch of the project to develop green spaces in permaculture: planting the first trees in the forest garden and creating vegetable plots.



2022

Manufacturing of the first premium paper bag «Made in Europe»



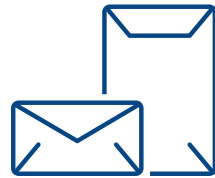
Carrying out the carbon footprint of our activity (scopes 1, 2 and 3)



THE BONG GROUP

Bong is a **lightweight envelope and packaging manufacturing company** whose main production site is based in Normandy, France. Belonging to a Swedish group established throughout Europe, Bong manufactures **paper bags, gift bags, e-commerce bags and envelopes** which are sold to independent companies and boutiques as well as to large brands all around the world.

Our product families



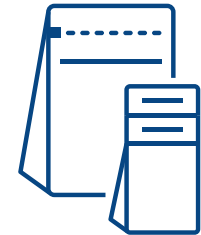
ENVELOPE



PAPER BAG



GIFT BAG



E-COMMERCE



COMMITTED

As a **committed partner**, we have developed product ranges **designed to limit their impact on the environment**.



CUSTOMIZED

All our standard ranges are **customizable with your colors**. We can also create **packaging to your dimensions**, 100% personalized.



LOCALLY PRODUCED

We have our own plants in **France and throughout Europe** where we manufacture, print and ship your personalized packaging products.

SCOPE OF THE REPORT

4 PRODUCTION PLANTS



Évreux, France



Angoulême, France



Balaguer, Spain



Tunis, Tunisia

2 DIVISIONS



**Central
Europe**

Nordics

**United
Kingdom**

**South Europe
& North
Africa**

Retail

**E-logistics &
industry**

**ENVEL EUROPA
Spain**

**BONG SAS
France**

**IPC
France**

**BONG PACKAGING
Italy**

**BONG AFRICA
Tunisia**

BUSINESS FACTS & FIGURES

400

employees located in Belgium,
Spain, France, Italy, the
Netherlands, Sweden and Tunisia

+ 99%

of our paper comes from
sustainably managed forests

73 M€

in annual sales turnover

3 DEDICATED BUSINESS SECTORS

Correspondence & packaging

What?

Envelopes, paper bags, e-com bags... everything for your marketing campaigns, your daily correspondence, the protection of your products during shipping.

For who?

Public bodies, industry, marketing, distance selling, banking and insurance, printing and routing professionals, e-commerce, e-logistics etc.

Our strengths

More than 200 years of expertise in paper processing, a sales force specialized by sector of activity, solid customer references, a wide range of products covering all packaging needs...

Superstores and hypermarkets/ office suppliers

What?

Envelopes, paper bags, e-commerce bags... all products packaged for sale to individuals and office supply wholesalers.

For who?

For supermarkets and hypermarkets, online or retail sellers of office supplies.

Our strengths

A specialized contact, a tailored supply chain, product packaging specially designed for each specific sector.

Retail

What?

Gift bags, paper bags, e-com bags, gift boxes, accessories... all the essential packaging to offer, transport and ship your products.

For who?

For e-commerce and retail, from international chain stores to independent boutiques.

Our strengths

A team of expert consultants for this specific Retail clientele, spread across Europe (Germany, Belgium, France, the Netherlands and Sweden), solid customer references, guaranteed harmony across the entire product offer, etc.

OUR PURPOSE & OUR VALUES



Because we are convinced of the role that the company has to play in the face of society's expectations, at Bong we have fine-tuned our purpose. Summarized in a few words, it is to reassert the company's founding principles, say who we are through the way in which we do business and define our missions and aims with respect to our customers and all of our stakeholders.

OFFERING A SUSTAINABLE PACKAGING, REFLECTING YOUR IMAGE.



PRODUCTION

A **French manufacturer** whose main industrial production site has been **located in Normandy, France**, for more than 50 years.



ENVIRONMENT

The environment is at the heart of our thinking throughout the product life cycle, **from raw materials to recycling.**



CARE

Your packaging products should serve your brand. We look closely at your market and **analyse together how we can meet your requirements.**

PROVIDING YOU WITH QUALITY PRODUCTS BY MINIMIZING OUR IMPACT ON THE ENVIRONMENT

Convinced that packaging is essential to protect and transport everyday products, it must nevertheless fulfill its function by minimizing its impact on the environment. It is our **duty to act now for a circular economy, by improving each stage of the product's life cycle** so that, at the end of the day, it once again becomes a usable raw material for new products.

SUPPORTING YOU IN YOUR ECOLOGICAL TRANSITION WITH MORE ENVIRONMENT-FRIENDLY SOLUTIONS

Because many of our customers are also very concerned about their carbon footprint, we offer them **eco-designed products that will reflect their commitments in terms of sustainable development** with the general public. We have also made it our mission to submit a **paper alternative corresponding to each request for a plastic-based product**.

PRESENTING YOU WITH THE PRODUCTS OF TOMORROW BY INNOVATING AND PRODUCING IN A REASONED MANNER

If creating wealth and jobs can be the very nature of a company, we believe that it has a responsibility to do so by contributing to the general interest, that of all the stakeholders, whether they are employees, customers, partners, shareholders or local authorities. This is why the manufacturing of our products must be done in an **reasoned manner, by taking care of and promoting human beings, by preserving resources, by producing locally, by innovating to create tomorrow's products** and globally by continuously reducing our footprint on the planet.



OUR VALUES



WE SEEK EXCELLENCE IN EVERYTHING WE DO

This quest for excellence means setting ambitious goals and anticipating what will be needed for tomorrow's success. We understand that only by **keeping our promises and exceeding expectations** can we ensure excellence in everything we do.

THE CUSTOMER IS OUR PRIORITY

Our first challenge is to **understand our customers' expectations**, without losing sight of their business objectives. That is why we encourage **regular customer contact** at all levels of our organization.





WE INTERACT WITH MUTUAL RESPECT

A **great working environment** is a place that inspires successful development. This requires respect and a culture where people feel comfortable talking freely and directly with each other. We don't play political games, but **treat everybody with respect no matter what position or skills they have**. We understand that people are unique and thereby different, and we appreciate those personal differences.



STRONG TEAMS ARE THE FOUNDATION FOR OUR SUCCESS

We value, support and encourage strong teamwork. We realize that by **working together we can perform at our best**. This thinking applies to the entire organization, where **best practice is always shared across divisions and departments**. It is this spirit of helping each other improve that makes working here more than a job.



WE SEE CHANGE AS A CREATIVE OPPORTUNITY

Change is the only constant we have. In order to provide the solutions for tomorrow's challenges, **our mindset is based on change**. It is change that allows for development, evolution and growth. In order to maintain our reach for excellence and our focus on the customer we grasp every new development as an opportunity.

CSR POLICY & COMMITMENTS



As part of our aim to move towards a circular economy, **every day we are at work improving our performance in terms of Corporate Social Responsibility**. Our CSR policy, which we established in 2020 for the next 4 years, defines the company's core focus as follows:



SOCIAL

Promote people and cross-functional exchanges by developing the organization and managerial practices



ENVIRONMENTAL

Trigger an ecological awakening to promote eco-responsible practices through different projects such as permaculture



ECONOMIC

Promote innovation, to invent the products of tomorrow, ever more respectful of the environment



IMPROVING MANAGERIAL PRACTICES

Developing our organization and managerial practices with more cross-functional exchanges in order to:

- **Bring out leaders for their contribution**
- **Motivate employees, foster fulfillment conducive to innovation and development**
- **Enhance knowledge, skills and human values**

PROVOKING AN ECOLOGICAL AWAKENING

Through various projects such as the discovery of permaculture and corporate gardening, Bong aims to encourage its employees to adopt eco-responsible practices and initiate an ecological awakening.

- **Inform, raise awareness and encourage thinking about our daily practices**
- **Promote eco-responsible practices**
- **Educate about respect for the environment**
- **Contribute to the preservation of biodiversity**
- **Sustainably reduce our carbon footprint**

ENCOURAGE INNOVATION WITH THE CREATION OF A DEPARTMENT

To follow and even anticipate trends, new regulations in terms of packaging and environmental protection, **Bong created an innovation department in 2020**. It is responsible for developing new products as well as constantly optimizing our manufacturing processes.

Facilitating innovation projects based on working groups is designed to develop an innovation culture and related methodologies to be a source of proposals for our customers.



UNITED NATIONS GLOBAL COMPACT

Since 2016, the **Bong group** has been committed to the **United Nations Global Compact**, which is the largest initiative in the world in the field of corporate social responsibility and sustainable development. As a signatory, we are committed to actively promote, through our strategies and within the framework of our activities, the 10 fundamental principles concerning respect for human rights, international labor standards, protection of the environment and the fight against corruption.

THE SUSTAINABLE DEVELOPMENT GOALS (SDGs) THAT GUIDE OUR INITIATIVES:

VALUING OUR HUMAN CAPITAL

Promoting inclusion and diversity • Improving working conditions and limiting professional risks • Promoting quality of life at work • Giving meaning to our work by supporting solidarity projects and associations



LIMITING OUR IMPACT ON THE ENVIRONMENT

Measuring and monitoring our emissions and consumption • Reduce our consumption • Limiting the impact of transport • Promoting local production • Recovering our waste • Raising awareness to respect biodiversity



INNOVATING TO REMAIN A MARKET PLAYER

Innovating to create the products of tomorrow • Innovating to take part in reshoring • Establishing trusted partnerships



CONDUCTING OUR BUSINESS IN AN EXEMPLARY MANNER

Promoting a responsible purchasing policy • Controlling the origin of our raw materials • Ethics in our business





CSR STEERING COMMITTEE

Like the Committee on Health, Safety and Working Conditions (CSSCT), which oversees the safety, health and working conditions in the company, a CSR committee was created in 2020. It is made up of employees representing the full diversity of staff in terms of services, functions and levels of responsibility. Little by little, we are **trying to involve each department more so that all our employees can take part in efforts to reduce emissions and respect the environment.**

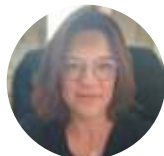
ITS ASSIGNMENTS:

The purpose of the CSR steering committee is to determine each year the CSR projects that will be developed over the following years.

Each year, members define the areas in which **Bong will commit to progress by integrating all of the social, environmental and economic concerns of our activities.** In practice, we take stock of our situation, the actions undertaken and determine new projects or areas of improvement to be implemented in these 3 areas in order to **move towards continuous progress.**



Our goal is to establish a culture of sustainable development. It's a real satisfaction to see that little by little each department is integrating CSR into its operation. Step by step, everyone is playing their part so that overall we can reduce the impacts of the company's activity on the environment. Acting together is the key!



Judith Lothon
Communication, Marketing & CSR Manager



DEVELOPPING OUR MAIN ASSET: HUMAN CAPITAL

DEVELOPPING OUR MAIN ASSET:

THE HUMAN CAPITAL

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PROMOTING INCLUSION & DIVERSITY

ACCESS TO WORK FOR ALL

In order to promote inclusion and access to work for all, Bong established a partnership in 2022 with the Sheltered Employment Center (ESAT) of the Association for adults and young people with disabilities (APAJH) in the Eure department. Bong now welcomes several people with disabilities to its Saint-Sébastien-de-Morsent plant to carry out manual product finishing work. If this partnership allows people with disabilities to develop their skills and integrate into the workplace, it allows Bong employees to take a different look at disability.

About the ESAT of Eure

The Eure ESAT welcomes 138 workers with disabilities (motor, sensory, mental, cognitive, etc.). Its assignments include the development of workers' skills, their socio-professional support and inclusion in the workplace.



The partnership takes two forms:

- 1 Welcoming people with disabilities in the Bong plant
- 2 Bong finishing machines installed within the ESAT

Bong welcomes people with disabilities in our workshop near Évreux

To date, and since September 2022, several people now work every day in the Bong workshop in the Saint-Sébastien-de-Morsent plant. They take care of manual product finishing work, insertion, film packaging, etc. Each new employee is assigned a Bong contact to allow the best possible integration. This is done step by step and depending on the nature of the disability.

Bong finishing machines have been installed within the Eure Sheltered Employment Center

The geographical proximity of our two establishments allowed us to easily install small finishing machines within the ESAT. On average, 5 people work full time for Bong within the ESAT. The tasks entrusted to them include product folding, insertion, making holes in products, etc.



YOUTH INTEGRATION

Every summer, **Bong offers students replacement positions as machine operators.** These short-term recruitments are often an aid to financing their studies or a first experience in a company.

We also regularly **integrate young interns** so that they can learn about the environment of an industrial company. In 2022, for example, Marine, a student at the Normandie Management School, spent a year on a work-study basis in the sales and marketing department to learn about operational marketing topics and key account management.

ADAPTATION OF POSITIONS TO PATHOLOGIES

Being aware of the challenges linked to their professional integration, we have implemented a **strategy aimed at keeping medically unfit employees within the company through adjustments to their workstations.** Recently, Bong collaborated with the Occupational Medicine services and the Cap Emploi employment agency to ensure continuity in the company's positions for employees with pathologies limiting their abilities. At the same time, our plant in Angoulême is setting up fully automated product packaging stations or with no machine speed in order to accommodate employees with disabilities, in the recovery phase after a prolonged illness or under treatment.

EQUAL OPPORTUNITIES

Bong provides equal opportunities to all, regardless of gender, color, nationality, religion, race, ethnicity or otherwise. **Women are well integrated into this industrial environment and have held positions of responsibility for many years** such as production site managers, CSE secretaries, or members of the management committee.

“

I started at Bong 12 years ago and I was given the opportunity to move up in different jobs. Bong gave me the opportunity to work with different departments and gain a broad knowledge of our business. An ideal way of never being bored and always taking on new challenges in a growing and changing market sector.

Today, as COO of the Retail Division, I am proud to manage a team of 6 people. My role is to unlock the potential of each team member and find a way to allow people to grow in the areas they love and are good at.



Tineke Monteyne
C.O.O of the Retail Division



89/100

IPC Gender Equality
Index

42%

of managerial positions
are occupied by women

CAPITALIZING ON TALENT

In order to offer our employees the chance for **career development in-house**, each time we need to recruit someone for a position, **we give priority to in-house staff**. By giving priority to their training requests and supervision by experienced staff facilitates the development process. Offering the opportunity to grow within the company is often a winning bet for employees who are given opportunities for career development, while the company retains their talent and gains even greater commitment.



I started my career as a quality assistant for 10 years then I worked in the export sales administration and as a SEQ technician.

Drawing on these various experiences within the company, I recently wanted to change positions to be closer to the field and local management. After discussion, it was natural that I was offered the position of assistant to the Printing and DTP Manager whom I support and help him federate the teams.

In addition to being trained by the latter on a daily basis, Bong set up an integration program so that taking up the position was as easy as possible.



Laurence Auberger
Assistant Printing and DTP Manager



IMPROVING WORKING CONDITIONS & LIMITING PROFESSIONAL RISKS

RAISING EMPLOYEES' AWARENESS OF THE RISKS OF WORKPLACE ACCIDENTS

ZERO OBJECTIVE

Because human capital is its greatest value, no company can accept an employee being injured at work. This is why Bong has set the objective of zero accident and zero occupational illness. With this in mind, the company works on a daily basis to establish an effective prevention culture.



Production of a video to indicate the primary potential risks on the industrial site

Produced in 2023, this prevention video is systematically broadcast before arrival in the production workshop and helps improve vigilance.



Regular awareness-raising of staff members about risks as soon as they enter the site

A safety briefing is organized by each manager as soon as a newcomer arrives at a workstation.



Formalization of procedures

We try to ensure we have a coherent safety culture every day by formalizing procedures and rules for the use of equipment, the reliability and quality of facilities, but also the individual competence of employees and their knowledge of the risks involved.



Permaculture to reduce psychosocial risks

Prevention actions extend to all risks to which employees may be exposed at work, including psychosocial risks. In 2023, for example, the green spaces development project at the Évreux plant encouraged employees to participate in gardening activities and was recognized by the Occupational Health Service as a company initiative that can help reduce psychosocial risks.

ZERO OBJECTIVE

0 accident,
0 occupational
illness



SÉCURITÉ AU POSTE

ARRIVÉE SUR SITE



INVESTMENTS TO IMPROVE WORKING CONDITIONS

REDUCING MUSCULO-SKELETAL DISORDERS

Bong has set up a press at the end of the production line during the packaging of products. The latter allows products to be compacted in boxes to **reduce musculoskeletal disorders**.

The press was first installed on the large-format bag machine to reduce MSDs for our employees. The first prototype having been approved, the same principle is now applied to the other machines so that little by little each one has its own press. Closing the boxes needed significant and prolonged pressure on the products, putting strain on the arms and shoulders of the technicians on the machine. The **press was designed and built in-house by the maintenance and new works department in order to relieve our employees**.



MAKING WORK ON MACHINES EASIER

In 2022, a robot was put into operation on our Angoulême production site. Installed at the end of the machine line, it is **capable of palletizing the products all alone**, i.e. it takes the boxes coming out of the machine to place them on a pallet while respecting the predefined palletization plan (number of boxes and orientation, number of layers of boxes, dividers, etc.).

The objective of this facility is to **reduce repetitive gestures and load-carrying for machine operators**. The tailored workstations enabled by this solution mean access to employment for people with disabilities or with certain restrictions in their daily activities.

DISTRIBUTION OF PERSONAL PROTECTIVE EQUIPMENT

The distribution of personal protective equipment is an absolute priority to guarantee the safety of our employees. Each employee - depending on their position - regularly receives the necessary equipment such as safety shoes, complete outfits (trousers and jacket), gloves, helmets with visors, etc., **to minimise the risk of accidents in the workplace**.

We provide **noise-cancelling earplugs to all our employees**. Employees working on machines have plugs moulded into the ear canal to ensure comfort and optimal protection. We **regularly measure background noise in our plants** and prevention reminders are regularly made.



REDUCING NOISE NUISANCE

From now on, when we work on the design of a new machine with our partners, **we integrate a limitation of noise pollution into the specifications**. Ultimately, the goal is to make wearing hearing protectors superfluous.



PROMOTING QUALITY OF LIFE AT WORK

PROMOTING WELCOMING WORKSPACES

GREENING OUR OFFICES

Bong is continuing the work initiated in 2021 by greening its work spaces. New plants are added regularly to our offices in Évreux, Angoulême and Kortrijk.



The benefits of plants the office

Various studies show that greening workspaces has benefits for the quality of life at work. Plants in particular help to **improve air quality**, increase **creativity**, promote **concentration** and **job satisfaction**, and **reduce anxiety**.

Creation of terrariums

In January 2023, the Bong Retail Solutions sales team and several people from production at the Évreux plant met for a team-building session. Accompanied by a specialist, our employees together created terrariums which help to green our offices. **A moment of relaxation which allowed participants to create, build relationships and discuss matters in a friendly environment.**



OUR LILLE TEAM TAKES UP RESIDENCE IN A FRIENDLY CO-WORKING SPACE

In 2022, the Bong sales team in Lille changed premises and decided to set up their business in a co-working space. This new environment is focused on **well-being at work, flexibility and exchange between companies** present within the building.

Our salespeople can take full advantage of the friendly space, with lots of light, providing a wide range of services appreciated by our team including access to on-site activities such as yoga.

PROMOTING CONVIVIAL MOMENTS

RETIREMENT OR LABOR MEDAL

Bong is fortunate to have loyal staff, some of whom **have worked for several decades in the company**. To thank them for their hard work over many years, the company regularly celebrates retirements by sharing a friendly moment. An opportunity to bring together employees in a warm atmosphere for a last goodbye to a colleague they have met every morning for several years. Others also appreciate receiving a long service medal.



END OF YEAR MEAL WITH COLLEAGUES

At the end of the year, all of our administrative staff get together for a friendly lunch. A moment of sharing between colleagues for which everyone was able to **cook and bring back a culinary specialty from their region** (Chinese, Reunionese or Norman dishes). This was followed by an **exchange of gifts between colleagues** in the tradition of Secret Santa.



| OPEN HOUSE DAY

Bong organized an Open Day at its plant in Saint-Sébastien-de-Morsent, near Évreux. The event provided an opportunity for our employees to **introduce their families to their workplace**. A few employees operated the machines while others accompanied their families on a guided tour of the entire site.

Spouses, children and even parents of employees were able to discover their loved one's working environment while **enjoying a friendly meal and activities planned to take place outdoors**. It provided an excellent opportunity to:



Promote the work of our employees



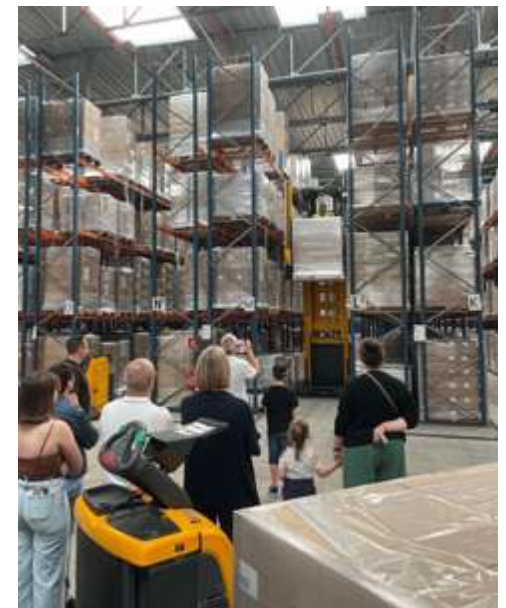
Strengthen team cohesion in a more informal setting



Promote Bong's corporate culture and values



Create some happy memories together



GARDEN TOGETHER!

Creating connections, meeting people from the company with whom you don't work directly or even erasing hierarchies, there are many benefits of an activity as accessible as corporate gardening. As a bonus, the achievements are a source of pride! You can even enjoy a cherry tomato upon arriving at the workplace or distribute the strawberry harvest to colleagues.

“

In 2023, we created a genuine company vegetable garden capable of supplying employees with vegetables. It proves that gardening with colleagues produces much more than a good crop. It is also an opportunity to interact with employees whom we rarely meet at work, raise awareness about the preservation of biodiversity and healthy food, having an outdoors leisure activity, developing a stronger sense of belonging to the company, creating connections, training about permaculture and agroecology...



Judith Lothon

Communication, Marketing &
CSR Manager



GIVING MEANING TO OUR WORK BY SUPPORTING SOLIDARITY PROJECTS AND ASSOCIATIONS

Throughout the year, Bong supports causes dear to its employees or stakeholders. In 2022, the company joined forces with the municipality of Saint-Sébastien-de-Morsent by **supplying products for humanitarian missions to Ukraine**. It also provides **financial support to orphan associations** or **offers products for events** organized by its employees in their communities or within associations.

PINK OCTOBER



Bong employees walking to support breast cancer research

For the second year in a row, a group of Bong employees supported breast cancer research by **participating in the march organized for Pink October** on Sunday 15 October 2023. All of the proceeds from this solidarity event are **donated to the Évreux hospital center**.

To support its employees, Bong has once again committed to **paying an additional contribution directly to the breast institute** proportional to the number of walking employees!

A good time shared between colleagues on a sunny day!







ACTIVELY REDUCING OUR CARBON FOOTPRINT

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MEASURING AND MONITORING

CARRYING OUT A CARBON FOOTPRINT ASSESSMENT

Because working for the ecological transition of companies became an absolute necessity by 2022, Bong has continued its actions to measure and reduce the impact of its activity on the environment. The company has carried out an **assessment of its greenhouse gas (GHG) emissions** so that it can then work to actively reduce its carbon footprint.

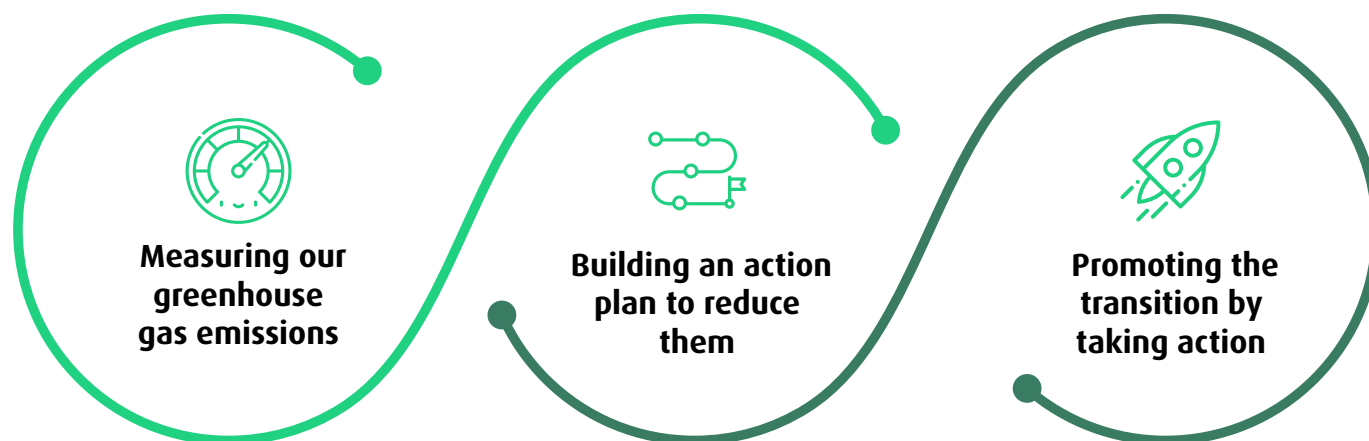
OBJECTIVE

Identify, for the Évreux plant initially and then Angoulême, the **major sources of greenhouse gas (GHG) emissions** to establish an action plan designed to reduce them.

METHOD

The measurement of our CO₂ emissions was carried out in **partnership with the French Agency for the Environment and Energy Management (ADEME) and BPI France**, using the **Bilan Carbone® methodology**.

A 3-STEP APPROACH



**MEASURING OUR GREENHOUSE
GAS EMISSIONS**

Bong employees participated in collecting the data necessary to calculate our carbon footprint across all scopes 1, 2 and 3.

Direct GHG emissions
linked to the manufacturing
activity of our products.

Indirect GHG emissions
linked to our purchases, waste
management, transport or
employee travel.

Scopes 1 - 2

**MEASURING
OUR
CARBON
FOOTPRINT**



Product manufacturing

Building consumption: power,
cooling • Process gas • Freight
between sites



Purchasing

Purchases of goods and services: raw
materials, intermediate products,
consumables, etc. • Subcontracting •
Inbound transport



Travel

Home-work travel • Visitor travel •
Business travel



Waste management

Collection and treatment of waste
produced



Products

Distribution of products • Use of
products • End of life of products



Depreciation

Buildings • vehicles • equipment • IT

Scope 3

RESULTS MEASURED

OVER 2021



22,848
tonnes of Co₂e



1/2
ton Co₂e / €k
turnover



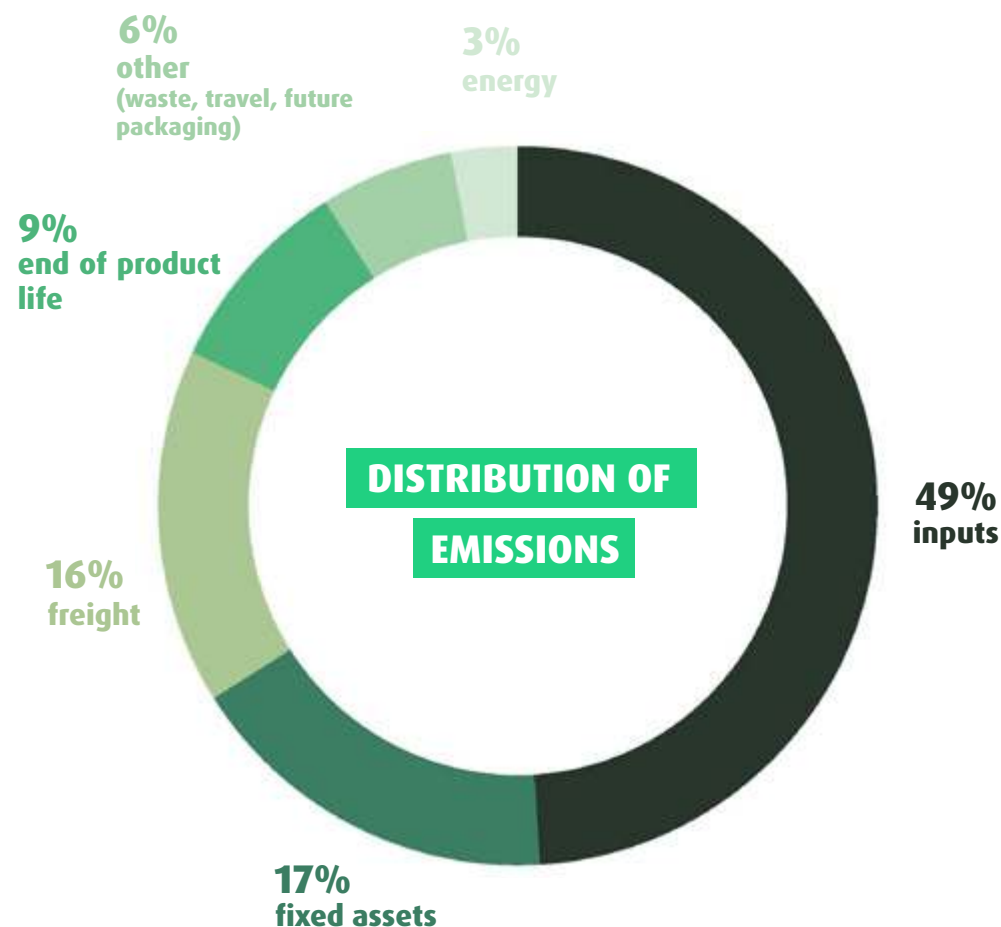
110
tonnes Co₂e / employee



< 2
tonnes Co₂e
/ ton of paper

Purchasing, freight and energy are the 3 areas on which Bong will focus its efforts to try to reduce its carbon footprint in the years to come.

If energy is already the subject of a working group, 2 new groups have been set up to consider the issues of purchasing and freight and propose an action plan to reduce GHG emissions.



BY SCOPE

Direct GHG emissions
linked to the manufacturing activity of our products.

Scope 1

642
tonnes Co₂e

Scope 2

94
tonnes Co₂e

Indirect GHG emissions
linked to our purchases, waste management, transport or employee travel.

Scope 3

22,112
tonnes Co₂e

of which:

Scope 3 upstream

17,179
tonnes Co₂e

Scope 3 downstream

4,932
tonnes Co₂e

MEASURE OUR CONSUMPTION

WATER

Water consumption

Our production sites consume water, mainly for cleaning machines, diluting inks and for the fire safety system. **We do not take water directly from the natural environment.**

We are constantly considering actions to continue to further reduce our water consumption.

Wastewater discharges

In accordance with the legislation, industrial water is treated (with a flocculation station on-site) then evacuated to the municipal wastewater treatment plant. Samples are taken annually and sent to external and independent analysis centers which **ensure their compliance with regulatory requirements** (e.g.: TSS, BOD5, COD, nitrogen, phosphorus, etc.).

Our plants are also equipped with **water retention systems** to ensure contaminated water is kept on-site in the event of a fire.

INKS

For several years, we have been working to **reduce solvents by using inks and cleaning products with lower VOC levels.** Notable progress has been made in this area thanks in particular to:



The substitution of inks containing a high level of VOCs with **inks in aqueous phase** (water-soluble).



The acquisition of stations for a **better dosage of quantities** used and a reduction in consumption without compromising perfect color reproductivity.



Our inks meet the requirements of the **NF Environnement and Imprim'Vert standards**, 2 very demanding standards. Finally, each year we file the necessary reports on the INGEDE 11 test of our inks.

| WASTE

Our waste is sorted by category and processed by partners specializing in its recovery. Each month, we count the waste of each type of paper but also of other types of waste. These measurements allow us to identify any degradation but above all to make improvements in terms of reduction and revaluation. We **file our waste reports with the various legal and certifying bodies** (examples: the regional environment directorate (DREAL), ISO 14001, Imprim'Vert, NF316).



| GLUES

All the glues we use meet the following criteria:

< 250 ppm

Less than 250 ppm of aromatic or halogenated solvents and less than 500 ppm of formaldehyde in their formulation

< 5%

Less than 5% VOC

< 0,1%

The quantity of chemical substances classified as dangerous for the environment (H400, H410 & H411) does not exceed 0.1% by weight in the formulation

< 0,1%

Adhesives containing no more than 0.1% of substances listed in Article 59 of the REACH Directive

0

In accordance with the current European directive, none of the preparations are classified as dangerous



Compliance with NF 316 Environment standard requirements

In so doing, we meet the criteria of the CITEO eco-organisation and file the necessary reports each year on the INGEDE 12 test of our glues.

REDUCING OUR CONSUMPTION

REDUCING OUR ENERGY CONSUMPTION

Bong has concentrated its efforts to reduce its electricity consumption primarily for economic reasons. In 2022, the surge in energy prices placed that project among our top priorities. A **very ambitious objective of reducing our electricity consumption by 50% on our main production site between 2021 and 2023 has been set**, without reducing our production. A working group was formed to take on this challenge, with the necessary support of all employees.

MEASURING OUR CONSUMPTION PER MACHINE

Main areas of electricity consumption in our plants:

25%

Paper waste plant

Installation that transports waste paper from machines to the collection room.

20%

Vacuum plant

Set of pumps allowing suction for transporting paper or capturing scraps from machines.

15%

Compressors

Set of 4 compressors providing the compressed air used for the pneumatic operation of the machine park.

15%

Printing machine

The print dryers on one of our printing machines are particularly energy-intensive.





| TANGIBLE ACTIONS TO REDUCE OUR ELECTRICITY CONSUMPTION

Our objective incited us to **question our entire production model** and the solutions found took many very different forms, including a search for compressed air leaks and their clogging, a reduction in pressure on the vacuum plant, investments in less consuming machines, modified working hours, an alternative to transporting waste paper, etc.

COMPRESSED AIR



New pressure settings & leak detection

We worked with a reference organisation to provide **new pressure settings** allowing the shutdown of one of the 3 compressors previously in operation.

A **search for compressed air leaks** on all circuits was carried out and all of them were sealed.

VACUUM PLANT



Pressure reduction

Overall **pressure tests on the vacuum plant** led to a reduction in pressure, resulting in a saving of 95kWh.

PRINTING MACHINE



Optimisation of the drying system

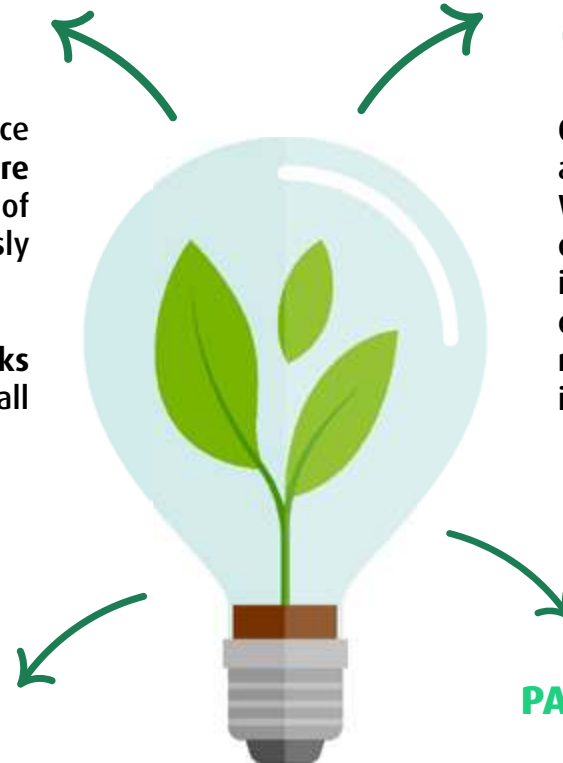
One of our printing machines has a very powerful drying system. We have worked to reduce the consumption of dryers. We have invested in a second, less energy-consuming machine for products requiring limited printing on the inking surface.

PAPER WASTE PLANT



Reduction of air flow

The latest investment has reduced air flow by 25% and has enabled the shutdown of a 55 kWh return fan.



A CONTINUOUS PROCESS REQUIRING EVERYONE'S INVOLVEMENT

Of course, the plant's operating methods are modified and all staff are involved. Raising employee awareness is an integral part of this reduction project.

By 2024, we want to use guaranteed energy from renewable sources.

The results of our work

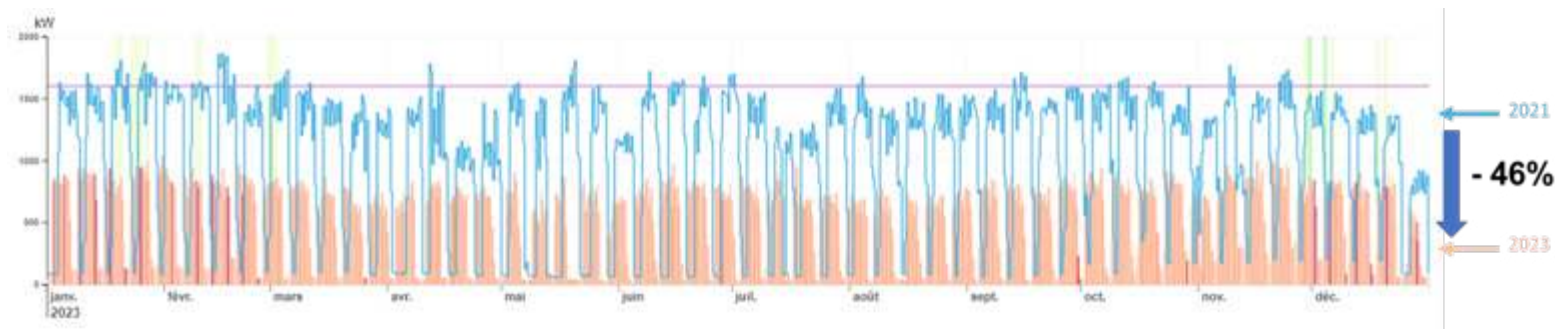
Together, these cumulative efforts have made it possible to **achieve a 46% reduction in our consumption in 2023** compared with 2021. In terms of carbon emissions, this means a reduction of 171 tonnes of CO₂ that Bong has already managed to generate thanks to these efforts!

“

We addressed the project of reducing our electricity consumption by working first of all on the highly energy-intensive stations. Then we had to discuss with all the production teams to be able to develop internal solutions that were viable and suitable for our plant. Energy reduction is a vast subject that requires the regular supply of new ideas to be tested. It is a process of continuous improvement.



Eric Vinclet
Maintenance & New Works Manager



RESULTS

-46%

electricity consumption in 2023
compared with 2021

-171

TONNES
of CO₂ thanks to
our actions

MATERIAL: REDUCING TECHNICAL WASTE

In order to reduce our CO₂ emissions and the use of paper when manufacturing our e-commerce bags, **Bong has developed a machine to reduce paper waste** (from rolling and changing) by **rethinking the product shaping method**.

While most machines have a paper waste of around 8%, **the technical waste of this new machine is 2%.**

As part of an ecological objective, this machine reduces the cost of manufacturing the bag by **using less raw material**. Result: a more ecological and economical bag!

“

We already know that the item that generates the most carbon emissions in our business is paper. We will therefore need to work on our purchases with our paper suppliers to reduce our carbon footprint. We also need to really think about paper waste. Designing a machine capable of not producing paper waste during the manufacturing process was the challenge set for 2023.



Pascal Rouland
Innovation Manager

WHAT IS TECHNICAL WASTE?

Technical waste - also called production waste - is all paper cutting waste generated during the shaping of products on a machine.

-6%

On average, the technical waste (or paper waste) of e-commerce machines is between 7 to 10%. **By dropping to 2%, we have reduced paper waste by around 6%.**



LIMITING THE IMPACT OF TRANSPORT

EMPLOYEE MOBILITY

The company's efforts regarding the impact of employee mobility concern both the **home-work journey of employees** and their **professional travel**.

As soon as a company vehicle needs to be renewed, Bong has made the commitment to **replace it with a so-called "cleaner" leasing car**.



28%
of our company vehicles
are hybrid, electric or
mixed.

We have also invested in **equipment limiting physical travel to enable remote meetings** in the best possible conditions (individual equipment, meeting rooms, software suites).

The mileage costs of electric cars benefit from a bonus which encourages people to prefer these vehicles.

Certain employees whose workstation does not require physical presence are entitled to work remote a few days a week.

TRANSPORT OF PRODUCTS

PACKAGING

The boxes that we use for packaging our products meet the requirements of articles R.543-44 and R. 543-45 of the French Environmental Code of Law and European Directive 94/62/EC relating to the integration of environmental issues into account in the design and manufacturing of packaging. They are therefore recyclable. **Our cardboard boxes are made with recycled paper.**

In order to limit the use of these boxes, we **also offer bulk solutions**. The products are then placed in a cardboard box the size of the pallet.



Optimizing the packaging of our products

+30%

The construction of presses installed at the end of the machines, at the product packaging level makes it possible to **add 30% additional products per cardboard box**. A real positive impact on our carbon footprint.

| DELIVERY OF OUR PRODUCTS

For deliveries, we use a network of independent professional carriers. We have 6 main service providers and choose the one best suited to the specific delivery constraints of our customers (geographic area, volume, quantity, weight, access to the delivery location, with or without handling, etc.)

Freight transport is optimized to reduce our environmental impact. Thus, in order to limit flows, orders can be grouped (based on destination, quantity, etc.) on logistics platforms. We therefore try to:



Favor the production site with the **shortest distance** for transporting goods.



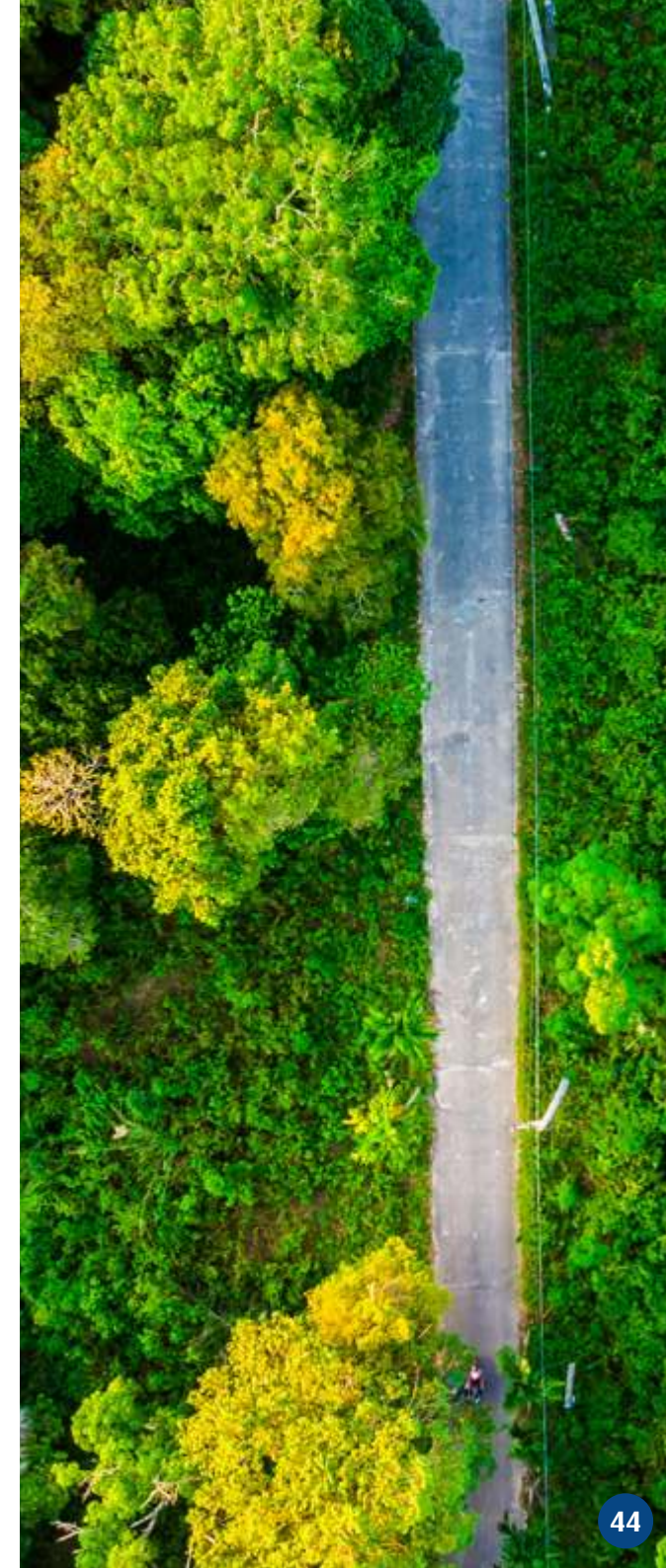
Select transport companies whose drivers are systematically trained in **eco-driving**.



Promote transport in **double racks** or with stacked pallets (on 2 levels in trucks)



Opt for **maritime transport** when possible.



PROMOTING LOCAL PRODUCTION

For several years, Bong has been committed to **producing its products as close as possible to its customers**. Each company in the group produces locally for its geographical sector and thus limits its CO₂ emissions.

PREMIUM BAGS MADE 100% IN EUROPE

Bong has worked closely with an engineering company to design new machines capable of **producing high-end paper bags at its French plant, at competitive prices**. Until then this type of premium bag was mainly made in Asia.

A 100% EUROPEAN PRODUCTION CHAIN



Printing



Embossing



Shaping



WATCH THE VIDEO

Watch now the video about the manufacturing process of premium bags in Europe.



RECOVERING OUR WASTE

IMPROVING WASTE REDUCTION AND RECOVERY

Reducing our impact on the environment inevitably involves **reducing the volumes of waste generated in production and better recovery**. It is a process of continuous improvement which takes multiple forms, of which here are examples from the last 2 years:



Treatment of ink sludge

A revision of our ink sludge treatment process allowing **better separation of ink pigments in water** has involved a significant reduction in the volumes of ink waste.



Waste recovery

Better recovery of specific waste such as glassine (silicone-coated paper used as label support) and plastic strapping ties. Now placed in a specific container, these two wastes are more easily recovered by our reprocessing partner.

OUR EXTENDED RESPONSIBILITY AS A PRODUCER



Donnons ensemble une
nouvelle vie à nos produits.

Our contribution to the CITEO eco-organisation allows communities to be financed in the form of recycling support. This funds and organizes green growth in the sector.

Our Extended Producer Responsibility also pushes us to **eco-design products to reduce the volume of waste they generate** at the end of their life. Bong has worked with a global client to **reduce the paper volume of its e-commerce bags by 9%**.



The processing of our paper scraps, which represent the vast majority of our production waste, is done by a vacuum plant whose ducts are positioned directly on the shaping machines. This device respects the **sorting of white, kraft and colored paper**. The various scraps of paper are thus brought to the compactor where they will be pressed and **packaged into bales of paper**, to be recycled by approved service providers. To promote recovery, each paper has its specific circuit: white, kraft, colored and printed papers are not mixed.



To recycle all waste other than paper, we have set up **sorting areas equipped with specific bins** in each of our production units.

Our waste reports are filed with the various legal and certifying bodies.



1

Suction of waste on the production line



2

Sorting papers (white, kraft, color)



3

The compactor presses and packages the waste into paper bales



4

Collection and recycling by approved service providers



RAISING AWARENESS

RAISING AWARENESS ABOUT SUSTAINABLE DEVELOPMENT ISSUES

INFORMING AND LISTENING

Every year, our managing director **brings together all the employees** to present the company's strategy, the year's results, the successes and the challenges to be met, etc. These meetings, held in small groups of 20 to 30 people maximum, are a privileged moment to give everyone a voice and ensure that all of our employees understand and support the company's strategy.

In 2022 and 2023, the emphasis was placed on the need to **participate in a program to reduce our energy consumption and our carbon emissions**. The participation of all our employees being necessary to face these major challenges, these meetings provided an opportunity to get them to take action and make them aware of the important role they have to play in achieving our ambitious goals.

WASTE COLLECTION SESSIONS

Several Bong employees in Belgium have committed themselves in an exemplary manner to **regular waste collection sessions around their workplace**. These sessions not only allowed our employees to come together around a meaningful activity but also to get involved - on their own scale - in preserving the environment. Armed with gloves and trash bags, our employees roamed the area around the company to collect waste and contribute to the cleanliness of their environment.



RAISE AWARENESS AMONG STAKEHOLDERS

In 2022, Bong participated in a podcast launched by the Dôme, a third place in Dreux, designed to support the region's VSEs and SMEs in their ecological transition approach.



An approach backed by the Environment and Energy Management Agency (ADEME).

Judith Lothon, CSR manager at Bong, discussed **how the low-carbon transition approach was initiated** and the levers that exist to reduce the company's energy consumption.

Participating in this podcast provided an opportunity for Bong to:

- share our experience and communicate on the issues and challenges linked to the ecological transition in our industry;
- raise awareness and encourage companies to begin their ecological transition;
- promote the initiatives led by ADEME (initiatives from which Bong was able to benefit in 2022).

“

EXCERPT FROM THE PODCAST

We already know that the item that generates the most carbon emissions in our business is paper. We therefore need to work on our purchases with our paper suppliers to reduce our carbon footprint. We also need to really think about paper waste. We have already developed a machine capable of not producing paper waste during the manufacturing process.

LISTEN TO THE PODCAST

Find the podcast in its entirety as well as the full interview on our website.



RAISING AWARENESS ABOUT PRESERVING BIODIVERSITY

AND HEALTHY FOOD

The project to develop green spaces around the Évreux plant started in 2019. Bong then sought help from the Fermes d'Avenir organisation to define a feasible, viable project that met the objectives that the company wanted to achieve.

A NEW PARTNER: LA FERME DES GOBETTES

Slowed down by the Covid pandemic in the years thereafter, in 2023 Bong decided to **create our first vegetable garden**, as initially defined. We therefore chose to be **accompanied by the young market gardeners who created La Ferme des Gobettes**.

ABOUT LA FERME DES GOBETTES

Elsa and Thibault are at the origin of this organic market garden farm located in Eure, in Normandy. Formerly journalist and war reporter, they left Paris to settle in Normandy and grow more than 200 varieties of fruits and vegetables, sold locally.

With their partner Charlotte, these 3 young market gardeners promote the values that we wanted to develop with our project: non-tillage through the Market gardening on Living Soil (MSV) technique, the preservation of biodiversity, the will for everyone to have access to healthy food.



CREATION OF OUR FIRST COMPANY VEGETABLE GARDEN



A small team of 6 people, willing to actively participate in the project, defined the vegetables that we wanted to sow and plant over the year. We also planned around ten dates during which our partner came to **lead planting and garden planning sessions**, providing training for employees on how to cultivate in accordance with the principles of permaculture.

This planning allowed production site employees to sign up for the activity they wanted to learn about:

- soil amendment and preparation
- sowing, planting vegetables or shrubs
- creating a patch of flowers to attract pollinators
- manufacturing of nest boxes or bird feeders
- harvesting and distribution of squash
- manufacturing of insect hotels
- planting honey plants

WHAT IS THE PURPOSE OF THIS PERMACULTURE PROJECT?



**Raise staff awareness
about the need to
preserve biodiversity**



**Allow employees to
interact in a context other
than daily work**



**Promote healthy food by
distributing fresh fruits
and vegetables**



**Train in techniques for
growing a vegetable
garden in permaculture
and agroecology**

AN EXCELLENT CROP!

This first year was a real success for the harvest of tomatoes of all colours and flavours, cabbage, beets, squash, green and yellow zucchini, basil, green and butter beans, peas, potatoes, salads... We also harvested some cucumbers, eggplants, peppers, raspberries... But we still have to make progress on growing carrots, radishes and artichokes!



SMALL DAILY ACTIONS TO REDUCE THE IMPACT ON THE ENVIRONMENT

Reducing our environmental impact also involves a set of small, daily actions that are important.

DISTRIBUTION OF INSULATED BOTTLES

During the summer of 2022, to encourage its employees to drink regularly during periods of high heat, Bong distributed reusable insulated bottles which keep the water fresh and above all avoid the use of disposable cups or plastic bottles. A small gesture for employees... and the environment.



HELPING WITH BIRD PRESERVATION

To feed the bird feeders made by employees in 2023, the seeds of sunflowers planted at the start of the year were harvested and dried. During the winter, they are made available to birds who cannot find sufficient food for their survival.







INNOVATING TO REMAIN

A MARKET PLAYER

INNOVATING TO REMAIN A MARKET PLAYER

- 56 INNOVATING TO CREATE THE PRODUCTS OF TOMORROW**
- 59 INNOVATING TO TAKE PART IN RESHORING**
- 60 ESTABLISHING TRUSTED PARTNERSHIPS TO MEET THE SPECIFIC EXPECTATIONS OF OUR CUSTOMERS**

INNOVATING TO CREATE THE PRODUCTS OF TOMORROW

E-DOUBLE: A WATER-RESISTANT E-COMMERCE BAG MADE FROM RECYCLED PAPER

e-Double is a range created for a limited impact on the environment. Each stage of its design has been thought of with this in mind, while maintaining the resistance of the product.



“

Finally an e-commerce bag containing at least 95% recycled, recyclable paper, and producing no paper waste when shaping the product on a machine.

- > 0 plastic
- > Containing at least 95% recycled paper
- > Water resistant
- > 0 paper waste produced during the manufacturing process

A WATER-RESISTANT PAPER BAG!

Because deliveries are sometimes made in the rain, the use of vegetable glue between the two layers of kraft paper provides water resistance.

WATCH THE VIDEO

Now watch the video that tests the water resistance of our e-Double bag.



G-GREEN : A GIFT BAG MADE IN FRANCE

AND MADE FROM RECYCLED PAPER

Bong has launched its standard range of g-Green gift bags. Practical and designed to limit its impact on the environment, it makes it possible to create a gift package in just a few seconds!



THE ADVANTAGES OF THE G-GREEN RANGE:



Produced in France

g-Green is manufactured as close as possible to our customers in our plant in Évreux, France.



Resistant

It is made with high-strength recycled kraft paper, certified FSC® recyclable and is printed with water-based inks.



Practical

Make a gift package in seconds! The bags are delivered flat to be easily stored under the counter in store.



E-COMMERCE BAG

Based on the needs of one of our international clients, we imagined an e-commerce bag, made from paper from sustainably managed forests, which **combines product protection and the lowest possible environmental impact**. As a committed partner, we wanted to offer our clients a **Made in Europe packaging at a competitive price** that meets their CSR challenges. Particular attention was paid to the **choice of raw materials** and we re-designed our production processes to significantly reduce our consumption of paper, energy and our waste production.



LOW ENVIRONMENTAL IMPACT PAPER

Our bag is made with one of the papers with the lowest CO₂ emissions factor. We chose to work with a paper manufacturer recognized for its environmental commitment: this manufacturer produces its own paper pulp, is equipped with **energy co-generation** and is **located in Europe**.



AN INNOVATIVE MANUFACTURING PROCESS TO REDUCE PAPER CONSUMPTION, ENERGY AND WASTE PRODUCTION

Bong developed a partnership with an engineering company to **create a machine that re-designs the method of shaping the product**. While most machines have a paper waste of around 8%, the technical waste of this new machine is 2%. This new machine also **consumes very little energy**. Very easy to use, it does not require adjusters and makes the **machine operator fully self-sufficient** and responsible for production management.



A PROTECTIVE BAG DESIGNED WITH THE HELP OF AN E-COMMERCE GIANT

This bag was made with the help of one of the main players in global e-commerce in the textile field. Weight, paper and formats: everything has been thought of so that this bag meets all the specific needs of the e-retailer during the shipping of their products.



INNOVATING TO TAKE PART IN RESHORING

In 2022, after working for many months to define the criteria for a machine capable of producing premium bags at a competitive cost, and finding the right partner, Bong purchased two new machines for its Saint-Sébastien-de-Morsent plant, in Normandy. The purpose of the **investment of several million euros to reshore the production of high-end bags** - previously manufactured in Asia - to Europe and to offer a solution allowing its customers to **obtain supplies as close as possible to their stores** and significantly reduce their ecological footprint.

RESHORING TO ADDRESS OUR CUSTOMERS' CONCERNS

During the health crisis, many customers encountered supply problems for their packaging from China and therefore turned to Europe. The acquisition of these new manufacturing machines has enabled Bong to **provide an economically viable and sustainable solution for its customers while responding to their environmental concerns.**

These machines have contributed to the automation of all stages of manufacturing high-end bags, from the paper reel to the finishing of the bags which was previously carried out by hand in China.

“

Our customers are committed to a responsible approach on a daily basis and are particularly sensitive to the origin of their packaging. Being able to offer a premium quality paper bag entirely manufactured in Europe, in our plant, is in line with their responsible purchasing policies. Being able to support our partners in that process is a source of pride.



Nicolas Sintive
Key Account Manager France
Bong Retail Solutions



ESTABLISHING TRUSTED PARTNERSHIPS TO MEET THE SPECIFIC EXPECTATIONS OF OUR CUSTOMERS

A PARTNERSHIP WITH A PAPER MANUFACTURER

TO PRODUCE LOW CO₂ EMISSION PAPER

We have developed a **partnership with a paper manufacturer** which produces, in addition to other criteria, **paper with low CO₂ emissions**. By choosing to produce its own pulp rather than importing it and by equipping itself with energy co-generation, this paper manufacturer has succeeded in offering one of the papers with the lowest CO₂ emissions factor on the market.

“

We like to progress with our customers. Listening to them allows us to design together products that meet the challenges of tomorrow. It is by building real partnerships both with our suppliers and with our customers that we manage to develop manufacturing processes for the satisfaction of all stakeholders and achieve an overall reduction in environmental impact.



Petter Lindahl
Sales Director Europe, Retail Division

PARTNERSHIPS WITH ENGINEERING COMPANIES TO

ADAPT TO OUR CUSTOMERS' CHALLENGES

A partnership with a leading engineering company has allowed us to develop a **machine specially designed to manufacture our premium bags**. Starting from the needs of our customers, we worked closely together to design and manufacture a machine capable of producing, in Europe and at a **competitive price, premium quality bags that this customer previously purchased in Asia**.







PURSUING A RESPONSIBLE

PURCHASING POLICY &

CONDUCTING OUR BUSINESS

IN AN EXEMPLARY MANNER

PURSUING A RESPONSIBLE PURCHASING POLICY & CONDUCTING OUR BUSINESS IN AN EXEMPLARY MANNER

- 64 MAPPING OUR SUPPLIERS AND ENCOURAGING THEM TO HELP US REDUCE EMISSIONS**
- 65 CONTROLLING THE ORIGIN OF OUR RAW MATERIALS**
- 66 ETHICS IN OUR BUSINESS**

MAPPING OUR SUPPLIERS & ENCOURAGING THEM TO HELP REDUCE EMISSIONS

ACT ON PURCHASES

Because our inputs represent the most significant share of CO₂ emissions in our carbon footprint, **working towards more responsible purchasing is an absolute necessity.**

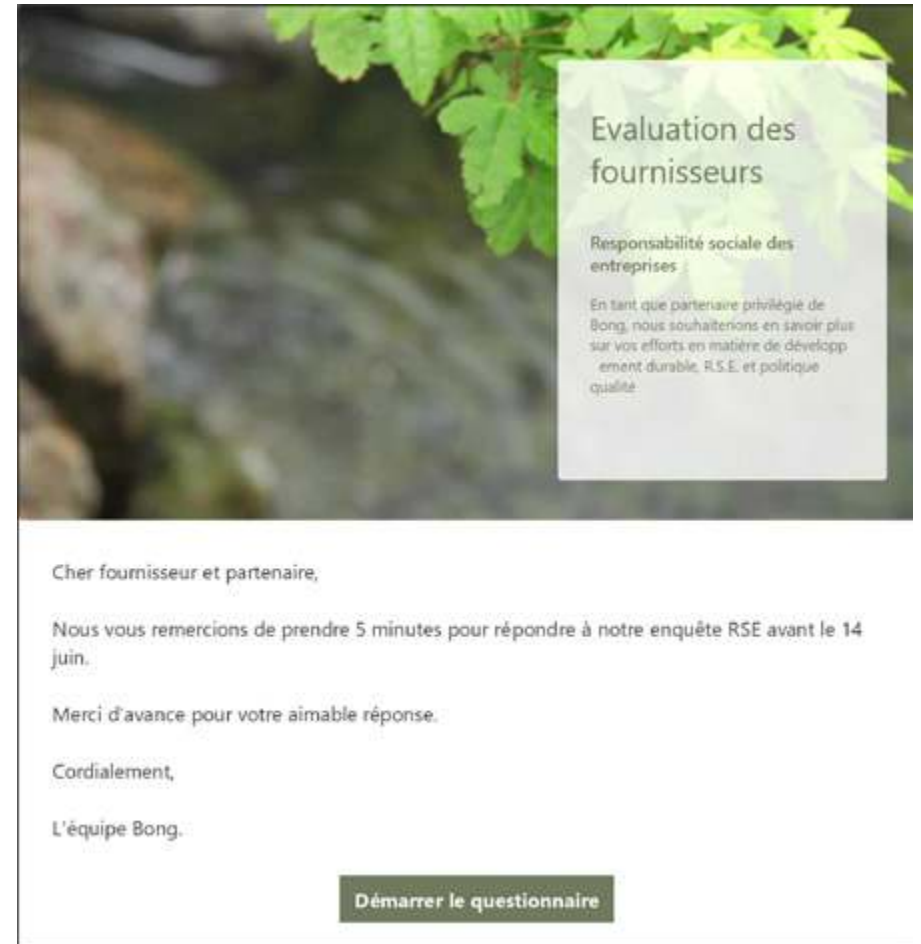
KNOWING THE CSR COMMITMENTS OF OUR SUPPLIERS

In 2023, a working group drafted a **new 4-part questionnaire asking our suppliers about their CSR certifications and labels**, sustainable development and energy, as well as their social and corporate commitments, and their quality management.

Sent to all of our suppliers, the primary objective was to **establish a map of our partners and to make them aware of our expectations regarding their CSR approach.** Secondly, our desire is to achieve 80% response to this questionnaire and to encourage these stakeholders to progress in terms of reducing their carbon footprint or in their corporate commitments.

RAISING OUR BUYERS' AWARENESS ABOUT CSR ISSUES

At the same time, raising awareness among our buyers was carried out internally so that everyone could relay Bong's commitments and its expectations to its suppliers. Each exchange with a partner must now begin with an awareness of the CSR issues involved.



Evaluation des fournisseurs

Responsabilité sociale des entreprises

En tant que partenaire privilégié de Bong, nous souhaiterions en savoir plus sur vos efforts en matière de développement durable, R.S.E. et politique qualité

Cher fournisseur et partenaire,

Nous vous remercions de prendre 5 minutes pour répondre à notre enquête RSE avant le 14 juin.

Merci d'avance pour votre aimable réponse.

Cordialement,

L'équipe Bong.

[Démarrer le questionnaire](#)

CONTROLLING THE ORIGIN OF OUR RAW MATERIALS

We only use paper produced from sustainably managed forests. We also attach a lot of importance to the origin of our other raw materials (inks, glues, etc.)

PAPER FROM SUSTAINABLY MANAGED FORESTS

More than 99% of the papers used in manufacturing come from sustainably managed forests and are PEFC™ or FSC® certified.



SUSTAINABLE FOREST MANAGEMENT

Sustainable forest management means the management and use of forests and woodlands in a manner and at such an intensity that they maintain their biological diversity, productivity, regenerative capacity, vitality and their capacity to satisfy, currently and in the future, relevant ecological, economic and social functions at local, national and global levels, and that they do not cause harm to other ecosystems.

It is a major issue in the fight against global warming. This is why we use a raw material that respects these principles.

+99%

of our papers come from
sustainably managed
forests

99%

In 2022, we set ourselves
the objective of selling
99% of finished products
certified FSC® or PEFC™



Donnons ensemble une
nouvelle vie à nos produits.

We also respond to the CITEO system and make the necessary filings each year on the absence of REH agents in the papers we use and the COLORANTS TEST of mass-dyed papers.

ETHICS IN OUR BUSINESS

CODE OF ETHICS AND CONDUCT

For several years, Bong has created a code of ethics and conduct defining the main standards for the **promotion of a calm, friendly and collaborative work environment**. Its role is to provide guidelines that will help make decisions, consistent with Bong's values and reputation. It helps our employees support our core values, behavioral standards and our commitment to the corporate responsibility principles of the United Nations Global Compact.

A COMMITMENT MADE BY ALL STAKEHOLDERS

Changes in the business world and regulations require regular review of this code of ethics and conduct. When it was last updated, in 2023, all buyers and managers in the company were asked to read this latest version and commit to following and promoting the guidelines. Awareness-raising is also carried out among all employees.

Bong's suppliers and partners are also required to comply with the provisions of the code when dealing with the company. **It defines the way we conduct business and therefore extends well beyond the walls of the company.** To ensure a perfect understanding and assimilation of the values of this code, all buyers and managers were submitted to a questionnaire to detect the correct integration of the company's core values.



United Nations

Global Compact

Through the Bong group, we adhere to the United Nations Global Compact and support the 10 principles concerning respect for human rights, international labor standards, environmental protection and the fight against corruption.



A RECOGNIZED APPROACH

For more than 20 years, the Bong group has worked to continuously improve its CSR performance. Regular audits carried out by independent organizations and the certifications that follow reflect our daily efforts.



SUSTAINABLE FORESTS

The Forest Stewardship Council® is an international, non-profit, non-governmental organization that promotes environmentally appropriate, socially beneficial and economically viable management of the world's forests. For more information, please visit www.fsc.org.



SUSTAINABLE FORESTS

PEFC™ is an organization that certifies sustainable forest management in 55 countries around the world. It promotes the balance between the environmental, societal and economic characteristics of the forest through guarantees of sustainable practices and the involvement of forest owners.



CLEAN PRINTING

Imprim'Vert distinguishes companies carrying out printing activities and implementing tangible initiatives leading to the reduction of their impact on the environment. Through Imprim'Vert certification, Bong undertakes to collect and dispose of its waste by approved collectors in accordance with the regulations, not to use products identified as «toxic», to set up specific inhouse communication in order to raise awareness among all of our staff, to establish monthly monitoring of our energy consumption and send this statement each time our certification is renewed.



CUSTOMER SATISFACTION & PRODUCTION QUALITY CONTROL

ISO 9001 is defined as the international standard that specifies the requirements for a quality management system. Certification provides guidelines and tools so that our products and services are constantly in line with customer expectations and that our quality continues to improve. Indeed, the standard is based on a number of quality management principles, including a strong customer focus, management motivation and commitment, process approach and a continuous improvement initiative. It helps to ensure that the quality of the products and services provided is constant.



ENVIRONMENTAL MANAGEMENT

An internationally recognized standard that defines the requirements of an environmental management system. As part of this certification, we make an annual assessment of our environmental impact, determine the improvements made and set our own objectives for the coming year. This active approach is also a means of constructively influencing our partners (suppliers, subcontractors and clients) by encouraging them to adopt the same eco-responsible attitude.



GUARANTEED SAFETY & QUALITY OF THE FINISHED PRODUCT

This certification guarantees the optical and mechanical characteristics of the product as well as its printability, the improvement of its recycling, the reduction of energy consumption and emissions into the air as well as the quantity of water used when manufacturing the paper of the body of the envelope and the absence of any use of hazardous substances for glues and inks.



ECOVADIS GOLD MEDAL:

RECOGNITION OF OUR EFFORTS

In 2023, Bong was awarded the Ecovadis gold medal once again. Since 2016, the date of his first gold medal, Bong has continued to improve his CSR performance.

This rating by an independent, internationally recognized organisation evaluates CSR performance by focusing on 21 indicators ranging from “CO₂ emissions” to “no child labor”.

The evaluation report allows us to easily identify the areas on which it is important to establish an action plan and make progress. We share our results with our clients in the interest of transparency.



The Gold medal corresponds to the Top 5% of companies evaluated by Ecovadis in the sector in 2023, with an overall score of between 70 and 77 out of 100.

What is the Ecovadis rating?

Ecovadis is a rating company capable of evaluating environmental, social and ethical performance – commonly referred to as CSR (Corporate Social Responsibility) performance – when carrying out our activity. Having become a reference throughout the world, this organisation evaluates more than 100,000 companies in 175 countries each year.

The Ecovadis rating covers a broad spectrum of non-financial management systems, particularly the consequences in the following themes: Environment, Social & Human Rights, Ethics and Responsible Purchasing. Each company is assessed on essential issues based on its size, location and sector of activity.



OUR COMMITMENTS FOR 2024 AND 2025



MAKING PROGRESS IN MEASURING OUR CARBON EMISSIONS

The production of an annual carbon assessment also covers our plant in Angoulême. We are also starting to work on measuring CO₂ emissions by product.



RENEWABLE ENERGY

Bong is committed to using energy from renewable sources from 2024.



DEVELOPPING THE PACKAGING OF TOMORROW

Beyond our products, it is their packaging that we need to think about. A team is working on different avenues to provide our customers (supermarkets, hypermarkets and office supply retailers) with packages of envelopes and packaging products that meet current environmental challenges. The challenge is to offer packaging for our products with a low environmental impact yet which still remains competitive.



REDUCING OUR WATER CONSUMPTION

With climate change, water is increasingly becoming a resource to be preserved. Bong has set up a working group to reduce water consumption on the main production site: closed circuit use, awareness of the preservation of this resource, recovery of rainwater... many solutions are currently being studied.



IMPROVING THE TREATMENT OF OUR WASTE

Reducing and even recovering our waste remains a permanent objective. In the years to come, our efforts will focus on ink cleaning water and glues.



AND ALWAYS...

We shall continue to establish real partnerships with our customers and prospects to create personalized packaging solutions together that meet both their expectations in terms of efficiency but which also meet the environmental challenges of tomorrow.



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