CSR Program
Annual report

Snetor
Progress Provider

2023

Snetor I CSR Program
15.01.2024

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Introduction

This document has been put together by members of the Snetor Group's CSR committee for our employees and external partners. Its key aim is to introduce readers to Snetor's CSR vision, highlighting our successful projects in 2023 alongside our hopes and aspirations for 2024. In addition to qualitative data, we have reported numerical indicators, reflecting the ambitious, transparent quality of our CSR commitment.

These indicators are strictly monitored at Group level, with specific attention paid to certain entities, such as Snetor France and Ozyance. The strategies and initiatives described in this document are designed for all the Group's entities

Snetor assesses its CSR performance every year using external, recognised bodies. In 2023, our Snetor France subsidiary made a name for themselves by winning the **Ecovadis silver medal** for the second year running, raising its score by seven points.

In addition, Snetor France's **ISCC PLUS certification** has been updated. Applied to plastics derived from biomass, it testifies to our commitment to offering products of sustainable origin.

Our goal for 2024 is also to include Ozyance in the Ecovadis CSR assessment process.

Social responsability at Snetor

Who are we ?

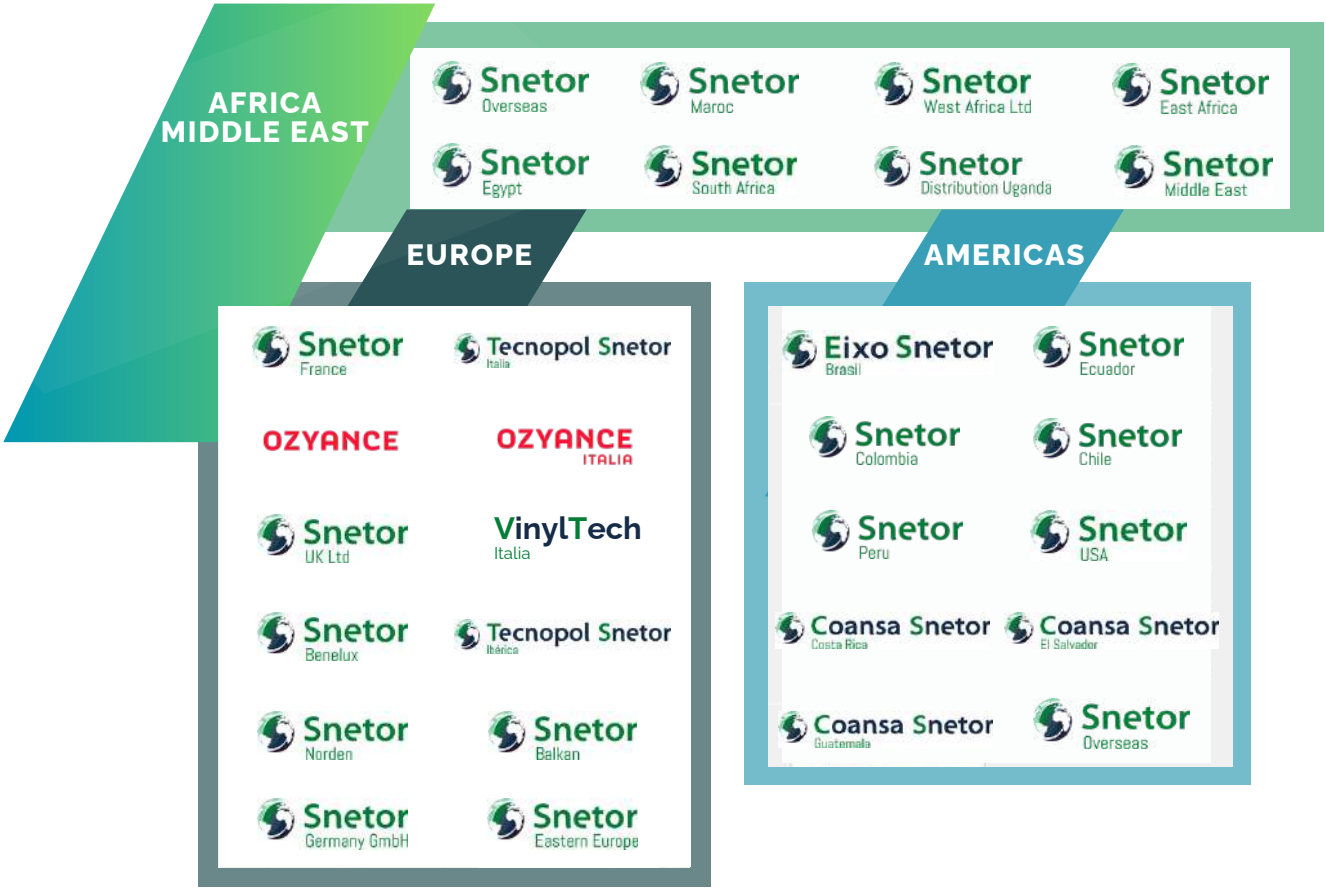
1981

Founded in 1981, Snetor is an international trading company that specialises in distributing and supplying plastics and chemicals.

We operate on three continents, with a commercial foothold in over 100 countries

FOLLOWING ALMOST 4 DECADES OF ININTERRUPTED ORGANIC GROWTH

the Group has built its external development on creating partnerships with companies that share our values and vision. Snetor is now acknowledged to be a major player in its market with a global reach, a reputation based on the Group's know-how, expertise and values rooted in on our commitment to our employees and partners.



Our vision

Plastic plays a pivotal role in various aspects of our day-to-day lives, helping us to conserve food, insulate buildings and maximise the energy efficiency of cars as well as contributing to advances in the field of medicine. These applications are instrumental in making our lives more pleasant, healthier and safer day-in, day-out. There is no doubt that consigning plastic to the past would be a backward step.

At the same time, we need to recognise that the way we use plastic has to evolve if we are to support human progress well into the future.

As a company, Snetor is mindful of our responsibilities in a sector that is changing fast, and we are working hard to tackle the challenges of sustainable development.

This is the background to Snetor's **ambitious CSR commitment.** The company is leveraging significant resources to support, advise and inspire its customers to push the bar higher, urging them to innovate for the common good. Our commitment to this transition is total, and we are in no doubt that this approach works to the advantage of one and all.

Plastic promotes innovation for better, healthier and safer everyday lives

Our CSR approach

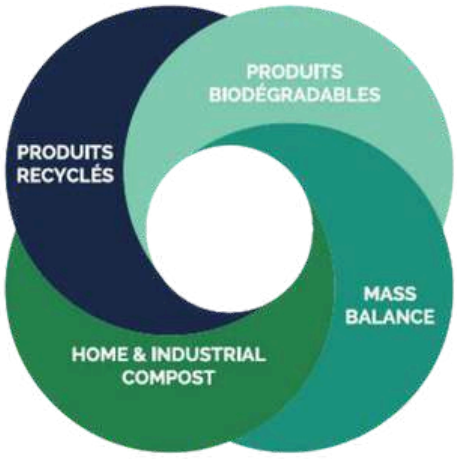
Snetor's commitment to corporate social responsibility (CSR) is the cornerstone of our global strategy.

CSR creates a common ground for all our employees to engage fully in a fast-moving sector and play an active role in delivering the Group's strategy. In addition, this approach is crucial for our future talents and our partners across the board: it gives a clear picture of the path we are taking and the values we champion.

The hallmark of our CSR approach is that it is an iterative, long-term process.

2019

SnetorGreen



We introduced the **Snetor Green brand** in 2019, bringing our entire range of recycled, biodegradable, bio-based and compostable plastics under the same umbrella.

2021

We have built on our determination to establish an ambitious CSR policy at Group level, calling on the support of an external expert to carry out **an exhaustive inventory** of all relevant issues.

2022

In 2022 we structured our CSR governance, which kick-started our first concrete projects and the launch of an all-inclusive review of our **carbon footprint.**

2023

We are actively pressing ahead with our initiatives, introducing our reporting and monitoring system, and drawing up numerical indicators to gauge our forward progress over time. We have set quantifiable improvement goals over several years, and strategic CSR **key performance indicators** (KPIs) are strictly monitored by the executive committee.

LAST BUT NOT LEAST, THE HALLMARK OF OUR CSR APPROACH IS THAT IT IS PARTICIPATORY

We created our monthly **CSR committee** in 2022, consisting of men and women with very different profiles. The committee is tasked with drawing up and coordinating our **CSR strategy**, implementing concrete initiatives and projects, and defining and tracking progress indicators.
Every member of the committee is responsible for a particular issue that he or she facilitates in participatory working groups, covering questions such as:

The CSR committee, which comes under the responsibility of the Group's chief administrative officer – who also sits on the executive committee – plays a central role in leading this approach. Every employee at Snetor is given the opportunity to contribute to a range of working groups, and to introduce socially-responsible initiatives locally by supporting national or regional non-profit associations. These community-based actions encourage our staff to come together in a spirit of solidarity

In 2022, for example, our Colombian teams organised a day event where toys, clothes and food were denoted to various foundations

For the second year in succession in 2023, a team of runners in Paris took part in the twelfth Enfants sans cancer – "Children Without Cancer" – race. And our teams in South Africa and Kenya have already planned community-based initiatives for 2024.

Twelfth Enfants sans cancer – "Children Without Cancer" - Snetor France Group, 2023

All of our employees are kept abreast of the progress of the CSR scheme via **My Snetor**, our intranet and sustainable collaborative tool, which helps to cut back on our digital footprint.

Social responsability

Our employees are our top priority

Here at the Snetor Group, we think that our employees are our greatest asset. As a services company, our competitive advantage and growth are based on the outstanding expertise and commitment of the people who work for us. **Our human resources strategy is based on three key priorities** that serve as our guide and bolster our commitment to our employees:

ATTRACTING AND DEVELOPING TALENT

THE WORK ENVIRONMENT

A COMPETITIVE, STIMULATING RENUMERATION POLICY

Large-scale initiatives at Group level are designed to facilitate the professional development of our employees and their well-being at work, and local initiatives are implemented in parallel.

In 2023, for example, the Brazilian entity **EixoSnetor** was awarded "***Great Place To Work*" Certification** for the second year running. This approach means we can collect a great deal of information about the quality of the organisational climate, which serves as the starting point for an action plan drawn up in consultation with our employees.

Diversity & Inclusion : the keys to our HR strategy

The diversity of our teams is one of the pillars of our competitiveness. **With over 35 nationalities represented in a workforce of around 450 employees**, all united by common values and objectives, we are demonstrating our commitment to diversity. We have an inclusive recruitment process and a meritocratic promotion system, meaning we attract the most skilled and talented people, irrespective of their gender or background. We invest in

training them so that each individual can contribute local, original perspectives while providing our partners with an excellent service.

We are in no doubt that this wide range of skills stimulates creative thinking and our understanding of the needs of our local partners. We are also committed to providing an inclusive, respectful work environment for our employees – a pledge that we fulfil day-in, day-out through our participatory ***"Diversity and Inclusion"*** group.

In 2023, **we joined the network of companies that have signed the Diversity Charter**, thereby confirming our commitment to equal opportunities, combating discrimination and promoting diversity in all its forms. We have embarked on a range of awareness-raising and training initiatives, including through webinars dedicated to the fundamentals of diversity and interculturality.

CHARTE DE LA DIVERSITÉ
SIGNATAIRE

In 2024, spurred on by our teams in Colombia and our *"Diversity and Inclusion"* group, we will launch a comprehensive training scheme for all our Latin American staff, which will be geared towards raising awareness about unconscious bias. We have already chosen our service provider and educated our managers about this approach.

We focus on developing talent

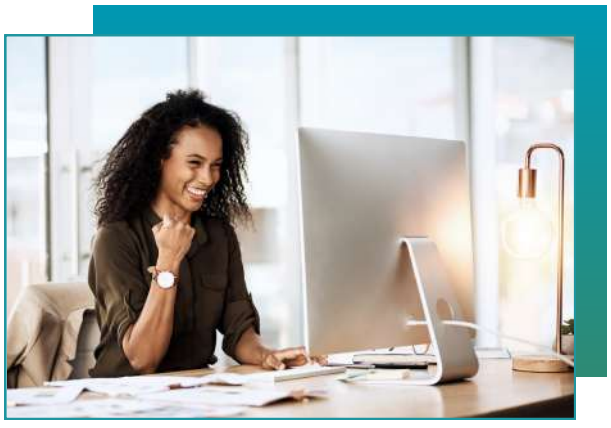
We pay special attention to **growing our talent pool** on an on-going basis. We are implementing an inclusive recruitment policy, where the focus is firmly on encouraging the employment of young people. In 2023, 115 new employees – 49 men and 66 women – joined our ranks. We also extended a warm welcome to 11 work-study students and almost 32 interns, many of whom have taken up a role in the company on fixed-term contracts.

Our goal for 2024 is to keep up this momentum by hosting an equivalent number of work-study students and trainees. At the same time, we are aiming to expand our partnerships with higher education establishments, following in the footsteps of our successful collaboration with Université Paris 8 Vincennes-Saint-Denis.

We brought the induction process into line for new employees with the ***"Snetor Onboarding"*** scheme in 2023. This programme, which was arranged for managers, is designed **to make it easier to host new hires**, and is organised around three priority areas:

From early 2024, we will scale up our onboarding scheme with the introduction of our ***"sponsoring program"***. In addition to the assistance offered by the HR and managerial teams, mentors will help to convey the Group's culture.

Meritocracy, which lies at the heart of our career development system, takes the concrete form of annual appraisal interviews that were introduced for all employees in our entities in 2019. This exercise, which is a skills management tool, provides a space for discussions between employees and their managers. Its aim is to review the past year and check whether goals have been met as well as allowing employees to have their say.



In 2023, we enhanced and digitised these annual interviews for all our employees with the roll out of the **Empowill solution**. We upgraded the process by incorporating the assessment of "*soft skills*" criteria and improving the way objectives are monitored. Managers were given training by the human resources team.

In 2024, we will build on the process with the introduction of an all-inclusive skills matrix. Furthermore, we will launch professional, HR-led interviews for all employees in our French entities. T**hese interviews will review each individual's professional pathway** since joining the company and address issues such as training plans and career development opportunities.

Talent management is central to our strategy designed to recruit, develop and retain the top talent. It follows that vocational training is one of the key tools for developing the skills of our employees and their career management.

We inaugurated the **Snetor Academy** in 2021, a dedicated team working closely with the various departments at headquarters and in each of the Group's subsidiaries. The goal of the Academy is to standardise processes and implement procedures for the different logistics flows and circulate them to the relevant teams. The primary task of the Snetor Academy is to host and train new employees, with a specific focus on the logistics, sales and purchasing teams. In 2023, the Snetor Academy was heavily involved in rolling out a new ERP, thereby helping to facilitate change management.

Specific product training programmes are also being delivered to the relevant teams. Masterclasses on technical products, open to everyone, were launched in early 2023. In parallel, intensive work was undertaken on the skills frameworks corresponding to Snetor's various types of job. The underlying purpose is to design an ambitious training programme that is custom-built for each individual. The compliance skills framework was finalised, consisting of six sub-skills and four skill levels.

49% OF EMPLOYEES HAVE UNDERGONE A TRAINING IN LEVEL-1 COMPLIANCE

Our goal for 2024 is to wrap up our skills frameworks so we can consolidate our commitment to the continuous professional development of our employees.

We create the right working environment

We attach huge importance to the balance between our employees' professional and personal lives.

Professional/personale life balance

We are receptive to the changes accruing from the 2020 Covid crisis. **We quickly understood that distance working was an innovative form of organisation** that affords more flexible and adaptable working conditions. As a result, in 2021 we signed a charter for all our French entities to manage the practice of teleworking for voluntary employees in jobs that are compatible with this modus operandi. The initiative has now been extended to all countries where the Group operates, with each entity formalising its rules in line with local restrictions, practices and regulations. In 2023, all our entities in Latin America drew up their respective policies so that our teams in Ecuador and Peru can work from home.

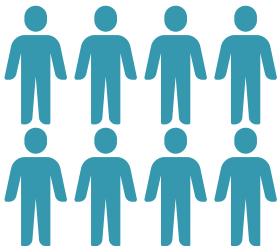
We provide our employees with assistance so they can return to work with peace of mind after the birth of a child, the aim being to help them find a balance between their professional lives and parenthood. Since 2017 we have given our backing in France to every employee who makes the request to help them obtain a place in a company crèche in the 1001 Crèches network. In early 2023, the diversity and inclusion group organised a round table on parenthood in the workplace. This looked at representations of parenthood and its impact on the careers of men and women inside our organisation, together with ways to organise the professional and personal life balance.

Tackling bullying and discrimination

We are 100% committed to tackling bullying and discriminatory behaviour. No form of bullying or discrimination is tolerated in the Snetor Group. In 2022, a reporting procedure was introduced in all our entities to offer an independent, reassuring alternative for employees who are victims of – or witness to – bullying or discriminatory behaviour.

in 2023, **4** bullying advisers members of the works council, HR team and legal department – were appointed.
A note about their appointment was published on My Snetor.

8 people from the HR and legal departments and works council **were given a training on preventing risks** related to sexual and psychological bullying, as well as investigation techniques. For 2024, the new members of the works council elected in the December 2023 elections will also receive a training.



Health and safety

We also consider it vital **to introduce comprehensive health, disability and death coverage for our employees and their families**. The fact that we updated the health and life insurance policies for all our subsidiaries in 2023 reflects our concrete commitment to the dignity and security of our employees.

The health and safety of the people who work for us is a key priority for our organisation. Health and safety issues are addressed either locally or regionally, where they are closely linked to the relevant legislation.

A concrete example of this approach is the initiative led by our Colombian teams since 2021: staff mobilise for four days every year in November for **Health Week**, which is devoted to various activities and medical appointments. Short training programmes and active breaks are also organised every week, with staff from Latin America able to take part via Teams

In France, health and safety issues are managed in close collaboration with the CSR committee, management, works council officials and occupational medicine.

Our commitment goes well beyond the regulatory requirements

Several initiatives were undertaken in early 2023, such as providing personal protective equipment for everyone called on to carry out audits on the premises of our warehouse service providers. **Workplace first-aiders training sessions** were also organised, with over 20 volunteers taking part.

We get active every year for awareness-raising campaigns. In several of our offices – in Brazil, for example – we organise events to celebrate Pink October. In France, our officials invited all our employees to take part in a campaign against breast cancer (Pink October) and prostate cancer (Blue November). An external speaker from Ateliers Durables facilitated an awareness-raising session and private discussions with the volunteers.

"Octobre Rose & Movember" from 31/10/23 - Snetor Courbevoie, France

"Outubro Rosa" from 20/10/23
Eixo Snetor Brasil, São Paulo

Last but not least, our diversity and inclusion working group published **an awareness-raising document on disability** and the advantages of making a declaration so that the status of disabled worker (RQTH) can be recognised for relevant individuals.

Economic responsability

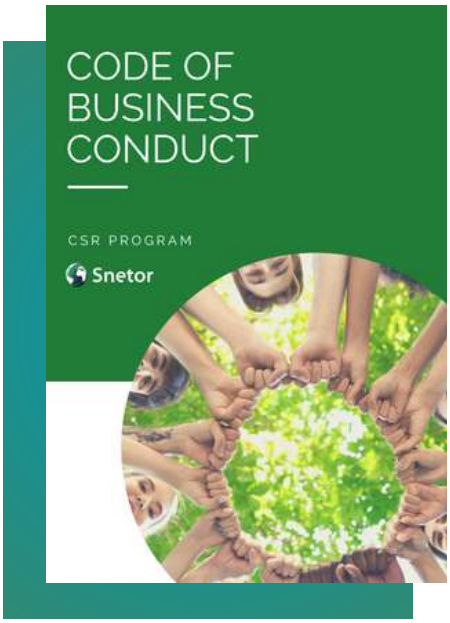
Our identity is built on our ethical, transparent actions

The success of the Snetor Group depends on the individual actions of every one of our employees. We adjust to the constantly evolving environment in sync with our mission and values.

Our intangible principles act as our guide for the way we work. Governed by the different applicable laws, these principles are rooted first and foremost in common sense and the Group's fundamental human values.

In 2023, we have formalised this common base and have therefore published our **Code of Professional Conduct**, which sets out the principles that each individual acting on behalf of Snetor must strictly observe at all times.

The Code applies to everybody: employees, agents and sub-contractors. Where applicable, it goes hand-in-hand with additional procedures such as those governing gifts and hospitality (published in 2022), referenced in the Code and available on the intranet and on My Snetor. Neither the Code nor the ancillary documents should be interpreted as allowing local legislation applicable to employees to be breached; where they diverge, the stricter local legislation prevails. **All employees have been asked to take note of the Code due to the importance of the values it describes and sign it.**



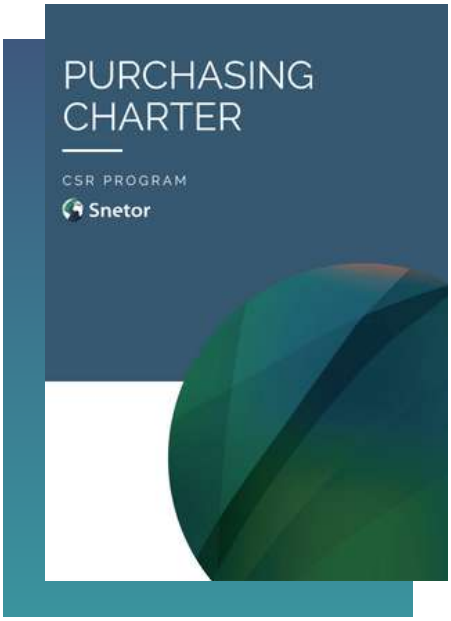
As a worldwide distributor, Snetor observes all relevant laws and regulations, in particular legislation regarding international sanctions, the financing of terrorist activities and money laundering.

Prior to embarking on a relationship with an external partner, it is vital to ensure that it does not pose a risk to Snetor. It is for this very purpose that the Group carries out compliance checks on our business partners, the organisations we work with, as well as managers and corporate officers.

Any new partnership we have entered into since 2021 can only be recorded in our systems after it has been audited by the World-Check database, a globally-recognised, independent tool that incorporates a range of different databases. The verification process was officially documented in 2023, and the partners created in our bases prior to 2021 have been audited with a fine-tooth comb.

In 2024, we will further strengthen the commitment of our teams, completing the training of all our employees in the rudiments of compliance. For employees whose role requires it, **we will roll out an intermediate level (level 2) face-to-face training program.**

Furthermore, we are mindful of the potential impact we make on the environment and society. We actively encourage our partners – together with their suppliers and sub-contractors – to embrace, support and implement our core values. In 2023, **the responsible purchasing group published a Purchasing Charter** that standardises the principles that the Group considers are essential for any balanced and sustainable business relationship. This charter was circulated on My Snetor and our website, and built into the digital signature of emails from staff in contact with suppliers.



For the Snetor France and Ozyance entities, w**e have started the process of circulating our charter to suppliers and asking them to sign up to our principles and values**. The aim is to wrap up this approach by the end of 2024.

In November 2023, we drew up specific questionnaires for auditing our warehousing providers that included **an evaluation of the CSR policies and actions** they have introduced. Our warehousing service teams have already tested this evaluation tool in France, the United Kingdom and Sweden in 2023. We will push ahead with these audits in 2024 in line with the schedule that has been drawn up.

A responsible purchasing policy is based first and foremost on training our buyers; this is why **we rounded off 2023 with a CSR training session** for all our global product managers and their assistants.

The Snetor Group is aware of the risks associated with using personal data, and in 2023 we standardised **our policy on protecting this data** when we published several documents:

- On the one hand, a **procedure** has been drawn up for employees, providing them with a clear understanding of the personal data collected, its purposes, and the steps to be taken to assert their rights if necessary.

- Secondly, an **instruction** details, for each department, the maximum authorised retention period for data collected externally, thus guaranteeing absolute respect for all confidential data

We seek excellence in everything we do

Our approach "*Customer Centric*" forms part of our corporate culture that aims to create the best possible customer experience. We are in sync with our customers – as reflected in the numerous locations where we **are committed to delivering a uniform service of excellence backed up by a local perspective. This strategy is based on a process of listening and continuous improvement.**

Our excellent level of service and our customer satisfaction require rigorous, systematic monitoring of all incidents. In 2023, we rolled out **a tool and procedure for recording, processing and tracking incidents across all our entities**, thereby ensuring that we have a common, uniform approach. Thanks to this process, we have already introduced initiatives designed to scale down repeat risks. The associated analysis tool is instrumental in assessing our sub-contractors. The analysis of incidents, alongside the extraction of statistics and trends, means it is possible for us to identify deviations and priority actions.

Most of the entities conduct a **detailed satisfaction survey** every year so they can pinpoint our customers' requirements and expectations. The resulting feedback is essential for the continuous improvement of our services.

The quality management system certification undertaken by external competent bodies provides us with an impartial, objective assessment of our organisation and activities for the audited entities.

In 2023, Ozyance and Snetor UK had their **ISO 9001:2015 certifications** renewed, which proved that their quality management system is operating correctly and confirming their commitment to continuous improvement.

In 2023, Eixo Snetor Brasil began the ISO 9001:2015 certification process and secured certification!

Eixo Snetor Brasil

Environmental responsability

As a key stakeholder in a fast-moving sector, the Snetor Group is mindful of the role it has to play in tackling the climate emergency. The Group's approach revolves around three priority areas: measuring its own direct and indirect impact on the environment; focusing on high-impact actions and avoiding trivial distractions; and training our employees and raising their awareness so they can act conscientiously on an individual level.

Our Group's carbon footprint: the launch pad for our climate actions

We carried out a comprehensive certified carbon audit in 2022 in collaboration with Carbometrix, a firm of experts, that focused on the direct and indirect greenhouse gas emissions associated with the Group's activities. By measuring scopes 1,2 and 3, we were able to weigh up and understand the carbon footprint per post (upstream and downstream services, products, infrastructure, etc.) in order **to identify priority projects**. This exercise was carried out with impressive diligence by our data collection teams, who were all the more motivated since few companies have launched a comprehensive evaluation in our industry.

Our carbon footprint

carbometrix

It is no surprise, given the sector we operate in, that our emissions are high (around 3.7 tCO2e/tonne), although they fall **within the norm in comparison with similar companies.**

Emissions by scope

carbometrix

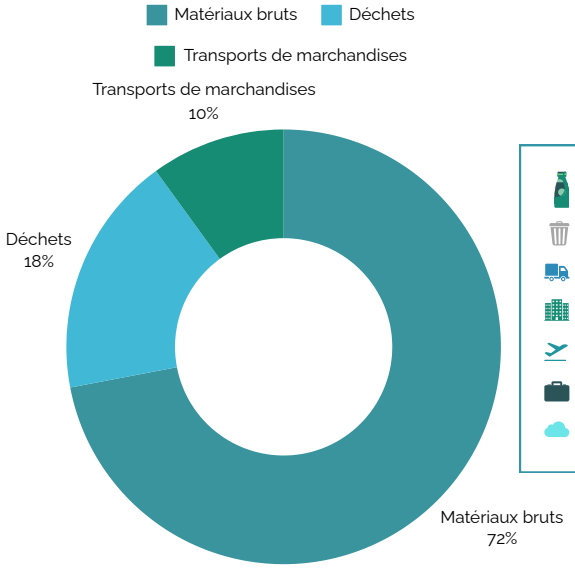
Direct emissions or emissions linked to purchasing electricity *(scopes 1 and 2)* are minor compared to indirect emissions from the value chain *(scope 3)*.

Scope 1: direct emissions from buildings, vehicles, etc. owned or controlled by the company.

Scope 2: emissions associated with the purchase of electricity, steam, heat or cold by the reporting company.

Scope 3: all other indirect emissions produced in a company's value chain, whether from employees or suppliers (upstream emissions) or customers (downstream emissions).

If we take a detailed look by category, purchases of raw materials account for 72% of our emissions, end of product life 18% and transport 10%. Accordingly, the members of the CSR committee, including the responsible purchasing and green supply groups, have concentrated their efforts on high-impact issues.



Raw materials	5 497 659 tCO2e	***72%***
Waste products	1 410 676 tCO2e	***18%***
Freight transport	760 021 tCO2e	***10%***
Buildings	6 145 tCO2e	***< 0,5%***
Transport	1 935 tCO2e	***< 0,5%***
Services	1 136 tCO2e	***< 0,5%***
IT	137 tCO2e	***< 0,5%***

Our targeted actions

From the first stage of the audit we gained a thorough understanding of the origins of the emissions generated by our business activities. The development of Snetor Green and the projects facilitated by our responsible purchasing and green supply chain working groups are levers for helping us to cut back on our most sizeable emissions.

Our Snetor Green product range

By expanding our Snetor Green package, we are cutting down on greenhouse gas emissions associated with purchasing raw materials – i.e. the manufacture of plastic and especially during the steam cracking phase.

Increasing the proportion of recycled plastic in our purchases for the types of plastic that lend themselves to this is a major area for improvement.

En effet, la fabrication
In fact, manufacturing a single kilo of PET from recycled plastic emits 3 times less CO2e than one kilo of virgin plastic.

1
PET

This range of recycled, biodegradable, bio-based and compostable products was created in 2019, since when **our sales volumes have more than doubled**. While Europe accounts for over half of demand, Africa's proportion is high, and volumes keep on going up in Latin America.

In 2023, we pushed ahead by extending our range through ***new parternships*** with producers and by stimulating demand thanks to the proactive approach of our sales force.

There are 3 possible end-of-life scenarios for plastics:

Incinération

This is difficult to avoid for non-recyclable products, but problematic in terms of carbon emissions.

Dispersal in nature

This generates problematic plastic pollution, especially for our oceans, largely as a result of poor waste management.

Collection and storage for recycling

This makes it possible to avoid incineration and producing additional virgin plastic.

#Prevention
#Environment

Our first action covers compliance with the law a**gainst waste for preventing the loss of industrial plastic granules (GPI)** by our relevant service providers (logistics sites and producers located in France). Some have signed up to the Operation Clean Sweep programme, which covers the implementation of procedures for preventing the dispersion of granules in the environment. In 2023, we are closely monitoring the roll out of action plans to ensure that our service providers comply via a series of measures that include warehouse audits.

In 2024, we will continue our initiatives with our suppliers, and will schedule customer **awareness-raising actions**. In addition, some partnership projects are also on the drawing board with local recyclers

Even though the volume of our own waste emissions is low compared to our indirect emissions, we are keen to set an example by systemising the sorting of our office waste.

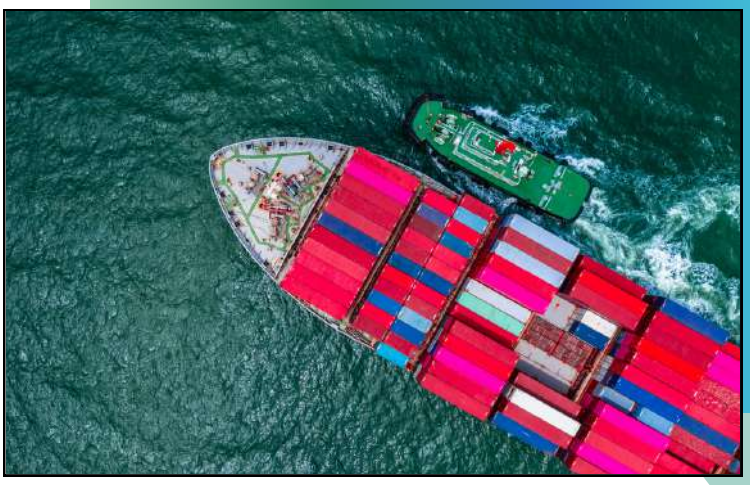
Snetor Colombia's new premises were designed in 2023 **to facilitate waste sorting**, and employees were educated about this practice.

Freight transport

Our Group's *"green supply"* is undertaking a string of projects whose key objective is to put a limit on transporting unnecessary goods and to prioritise the least emitting forms of transport. By way of example, trains emit 20 times less than lorries.

In 2022, we carried out a comprehensive analysis of our logistics flows in France, and a **warehousing strategy** was introduced. The challenge was to pool logistics resources for the Snetor France and Ozyance entities. Using this approach, we were able to more than halve the number of storage sites. We also cut our transport costs, optimised our road routes and, as a result, brought down our emissions.

In 2023, the maritime transport teams and relevant buyers were given **a training in the IMDG Code** *(International Maritime Dangerous Goods Code)* to help them identify and understand the risks of transporting dangerous products by sea



Environmental certification labels of our European partners

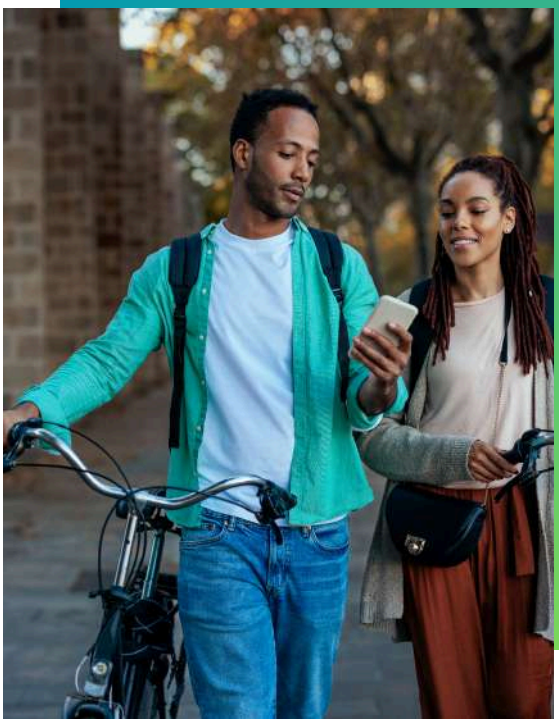
We have brought together the environmental certification labels of our European warehouses and hauliers. The results are promising since most of our partners are committed and are working towards the ecological transition *(examples of labels: Ecovadis, Green It, CO2 Charter, Evcom, etc.).*

Awareness-raising actions for our employees

#Commitment
#EnergyConservation
#AntiWaste

Here at Snetor we firmly believe that every individual can make a contribution to the universal sustainability of our business and the planet. Our commitment to energy efficiency and waste reduction is a collective effort that involves our entire team.

HERE ARE A HANFDULL OF OUR RECENT INITIATIVES



1. ENERGY CONSERVATION SURVEY

We carried out a survey of our employees in 2022 via a poll on energy efficiency. With over 185 responses, **we were able to educate our staff about their individual impact on the environment.** We reminded them about the importance of day-to-day actions, such as taking up non-polluting modes of transport and cutting their consumption of meat.

+185 participants

2. FRESQUE DU CLIMAT WITH LA BONNE COLLECTE

In 2023, over 30 employees took part in two climate workshops organised in collaboration with our partner La Bonne Collecte. **These workshops helped improve our understanding of the climate challenges,** building cause-and-effect connections and encouraging discussions about individual and collective initiatives. We extended our awareness-raising initiative via our intranet.

+30 participants

3. RESPONSIBLE DIGITAL AWARENESS

1.We launched a series of awareness-raising measures, starting with a course on responsible digital technology in 2023. **Our environmentally-friendly actions, listing good digital practices, are now posted in all our premises worldwide**. These measures are in line with our commitment to cut our environmental footprint, including our IT department eliminating individual printers.

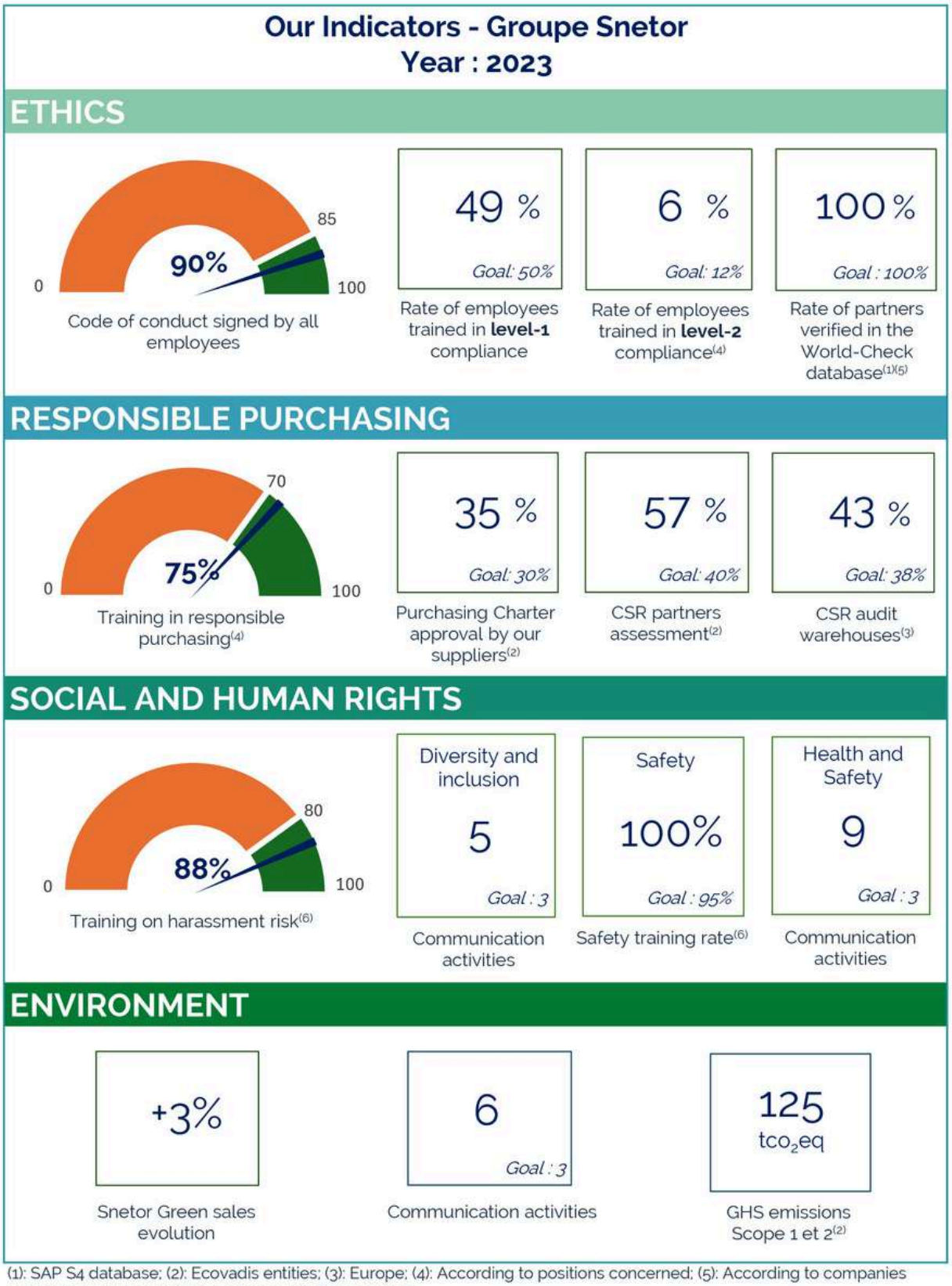
In 2024, we will pursue our awareness-raising commitment with fresh initiatives.

We will strive to step up our impact by educating our teams further about sustainable practices and encouraging initiatives that help preserve the environment. Every little gesture counts, and the sum of our individual actions creates a huge impact. It follows that we will continue to rally our teams so that we can build a more sustainable future.

Our indicators

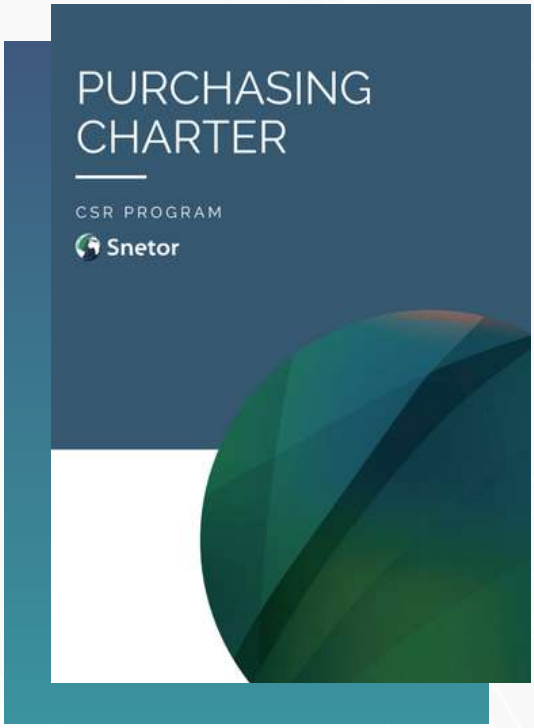
Our indicators - Snetor Group

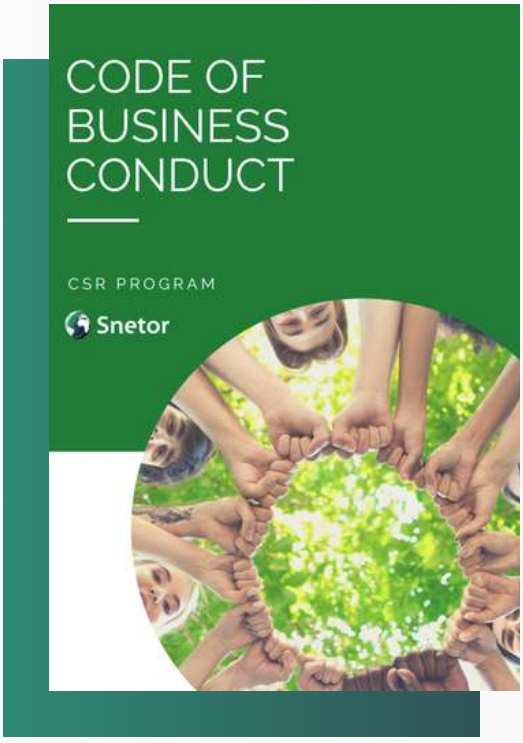
As of 31/12/2023

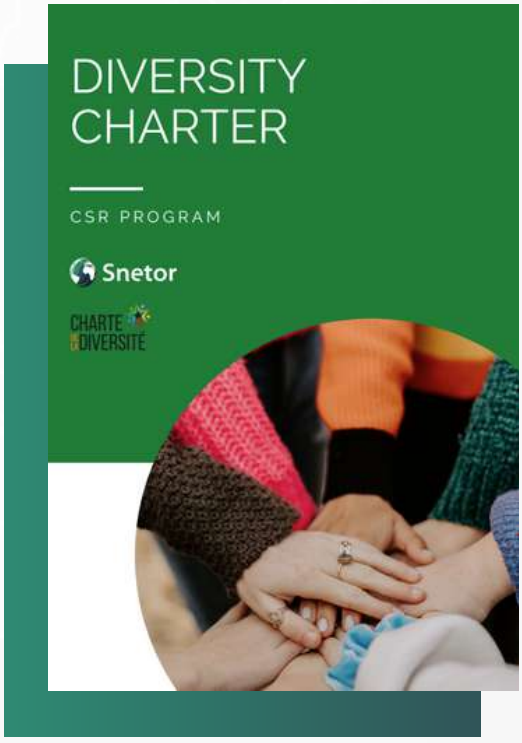


(1): SAP S4 database; (2): Ecovadis entities; (3): Europe; (4): According to positions concerned; (5): According to companies concerned; (6): According to planned training sessions

Find all our CSR reports and strategies







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Groupe Snetor
11 avenue Dubonnet
92400 Courbevoie Cedex
France
+33 1 49 04 88 88

Snetor.com