



Extra-Financial Performance Statement

as of September 30, 2020

GRAINES VOLTZ GROUP

2020 STATEMENT OF NON-FINANCIAL PERFORMANCE

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1 A word from the Chairman

Maintaining our development over the long term is a natural process, for many reasons. Our Group's share capital is majority controlled by a family, that of founding Chairman Serge Voltz, whose fundamentally human values have marked the Company and remain the foundation on which our strategy is built.

As in many family businesses, the ability to take a long-term view and act accordingly is part of our genetic makeup. Being a listed company does not go against this grain, as investors are increasingly turning towards companies whose strategy includes sustainable development goals, now seen as a catalyst to economic performance rather than a hindrance.

Our customers, whether market gardeners, horticulturists or communities, are increasingly concerned about their impact on the environment and about the health and taste qualities of food products. All of these factors have naturally compelled us to steer our operations towards short circuits, organic products, Urban Farming, diversity of varieties, etc.

We are deeply rooted in two regions of France: Alsace, the cradle of the Graines VOLTZ founding family, and Anjou, a region offering a wide variety of produce. The growing visibility achieved through our hiring programme and investment in these two regions is helping us to build a reputation as a champion of social and environmental issues both among our own staff and throughout our ecosystem.

Moreover, we now generate nearly 30% of our revenues outside France and we distribute our seeds in 66 countries. Growth in France and abroad has generated additional requirements. Our Company must ensure that this development is carried out in keeping with our shared principles in all regions in which we operate, particularly in terms of economic, social and environmental matters.

In terms of human resources policy, respect for people has always been one of our core values: from the very start of our existence we have been committed to maintaining healthy industrial relations, fostering trust and listening attentively to each employee. We strive to preserve this heritage and encourage fulfilment through our skills development policies.

In the environmental sector, our operations are by their very nature geared towards sustainable development. Some years ago we started a continuous improvement drive aimed at optimising our consumption of resources. Energy saving and environmental protection are also systematically factored into all key decision-making processes: installing solar panels at the main facilities, all-petrol car fleet, increasing use of Cool Grey plastic trays for planting young plants, improved collection, optimised recycling, etc.

In economic terms, we aim to continue to achieve steady and profitable growth, primarily driven by robust organic growth fuelled by innovation and quality customer relations. We regularly complete targeted acquisitions financed by an acceptable level of debt.

We pursue this strategy within a clear and simple governance structure guaranteeing a high degree of transparency towards shareholders. We are applying a bona fide approach aimed at long-term development in the interests of our customers, employees, shareholders, partners and the environment.

I am therefore delighted to present our Statement of Non-Financial Performance, an initiative launched this year by our Steering Committee, voluntarily in view of our size, in order to present our business model, our challenges and our ambitions for the coming years.

Serge Voltz
Founding Chairman

2 Graines VOLTZ Group missions

Graines VOLTZ is a family business. The Group has been passionately devoted to its business of distributing seeds and young plants to horticulturists and market gardeners for over 35 years.

Our approach combines beauty and simplicity: **sow and grow.**

In addition to its family roots, traditions and strong values, our Company is also innovative, constantly seeking high-quality products and adapting to all situations and customer demands. And it is the men and women working for Graines VOLTZ who transform this passion into action in order to drive forward our collective endeavour.

All of their energy and expertise is channelled into supporting customers by anticipating their needs, which is why we are the No. 1 independent French company in this market.

Today, our goal is to continue expanding throughout Europe by exporting our unique model and making strategic acquisitions, thereby rapidly establishing a permanent foothold in order to become the European leader.

Because we are convinced that tomorrow's companies will be expected to pursue healthy, clean and ethical policies, we have defined and started to monitor a set of Corporate Social Responsibility (CSR) indicators. Because we want our employees, customers and suppliers to be proud of working for the Graines VOLTZ Group, we have decided to share this approach with them in this Statement of Non-Financial Performance.

3 Graines VOLTZ Group CSR commitments

This report has been compiled as a voluntary initiative that meets the requirements of Article R. 225-105 of the French Commercial Code and Decree no. 2017-1265 of 9 August 2017. The decree was taken into account for the application of presidential order 2017-1180 of 19 July 2017 on the publication of non-financial information.

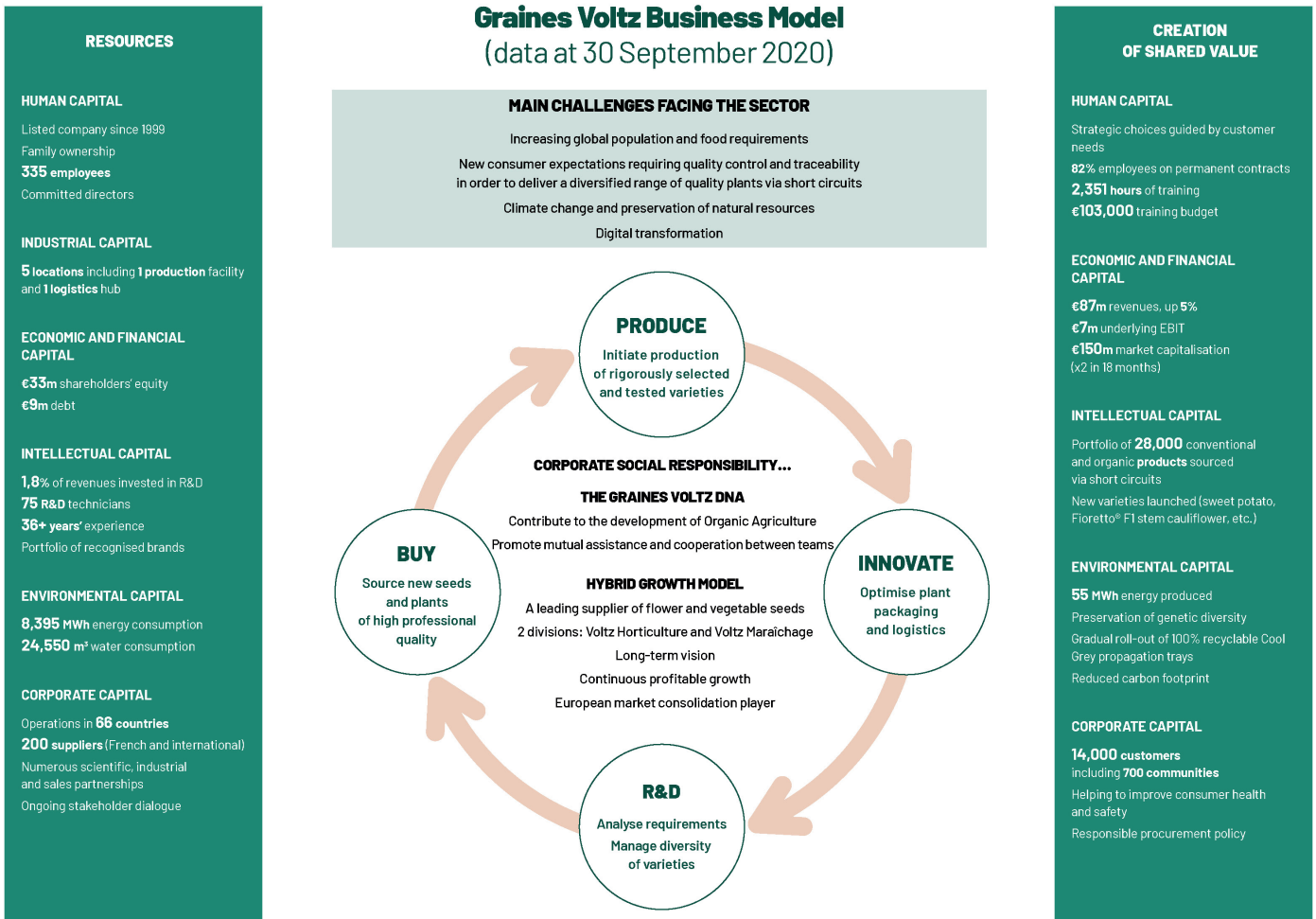
In September 2015, 17 Sustainable Development Goals (SDGs) were adopted by 193 United Nations member states. Also referred to as the 2030 Agenda, this ambitious programme aims to transform society by ending poverty and ensuring a fair and inclusive transition towards global sustainable development.



The Graines VOLTZ Group commissioned an analysis of the SDGs prior to preparing this report.

4 The Graines VOLTZ business model

The business model is presented below in synoptic form for the sake of clarity.



5 Operational and ethical governance

5.1 Operational governance

Senior management directly manages CSR issues and policies.

5.2 Ethics and anti-corruption



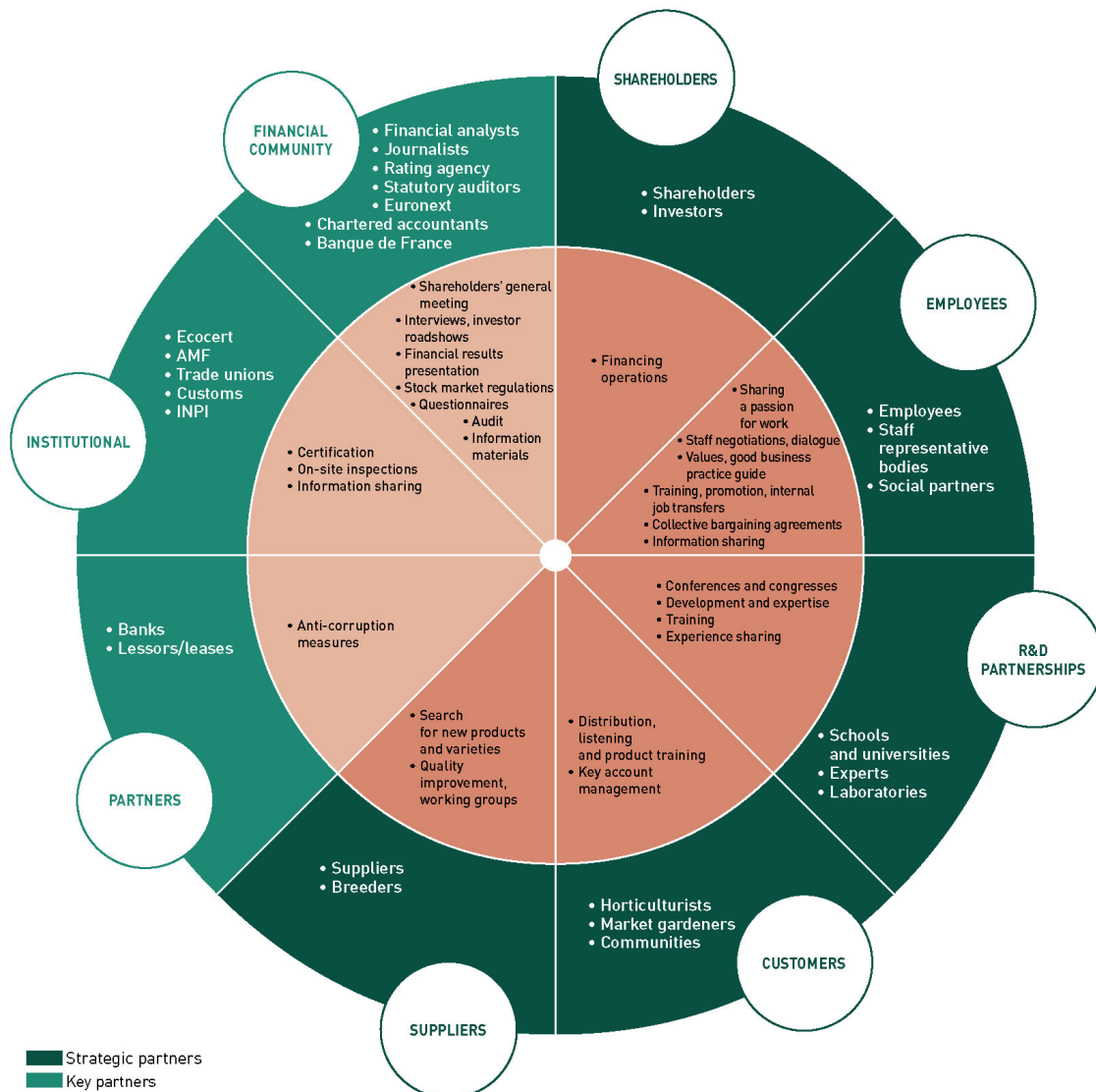
Graines VOLTZ SA is a listed company controlled by an accounting firm and two audit firms twice a year. The half-yearly and annual balance sheets and information on all material events are published with the French Financial Markets Authority (AMF). Graines VOLTZ SA subsidiary Ball Ducrettet SAS is controlled in the same way.

6 Key stakeholders

The Group has always paid close attention to its stakeholders, without whom it would not have been able to develop and innovate.

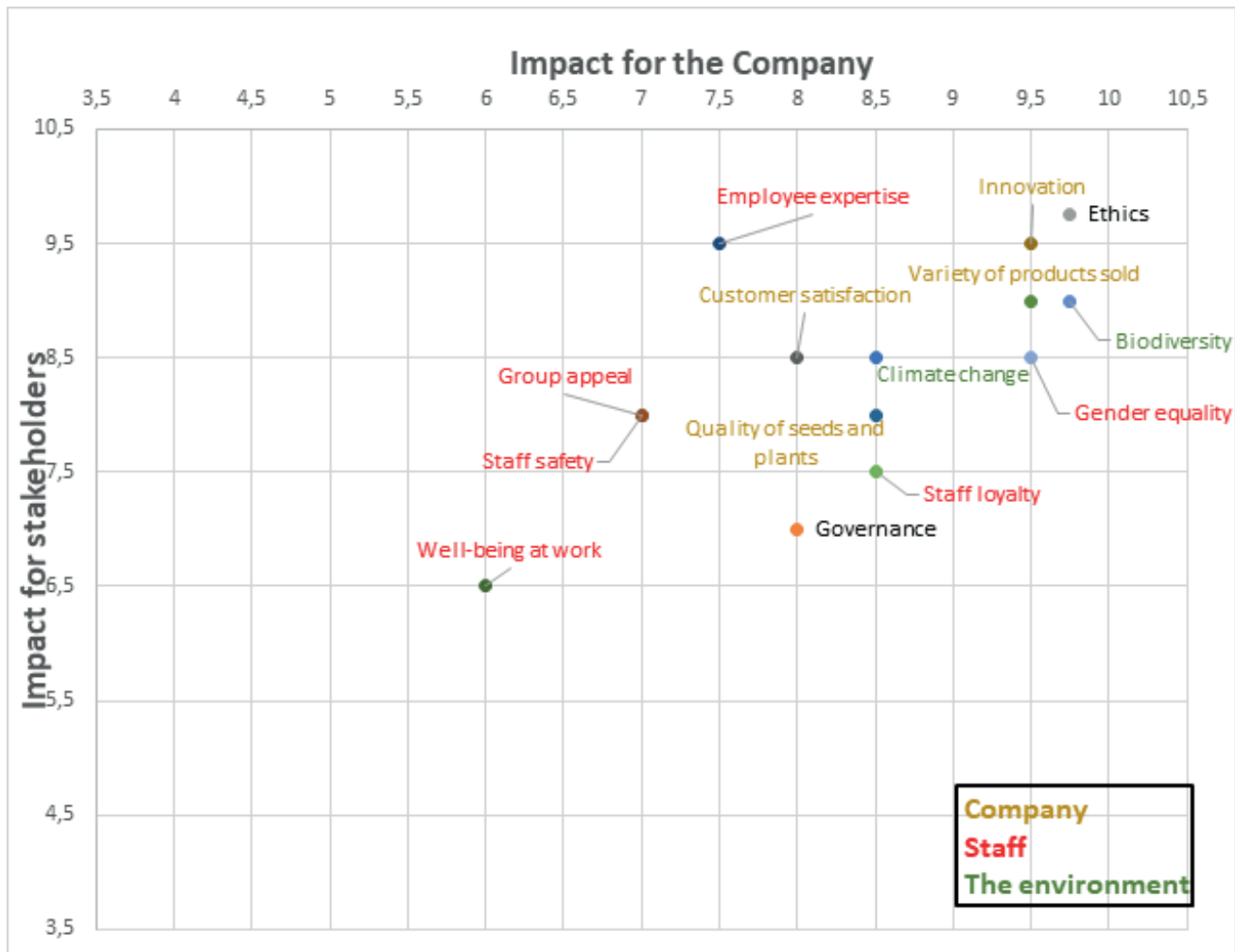
Graines VOLTZ has identified and classified its stakeholders into two categories:

- Strategic stakeholders
- Key Group stakeholders



7 Materiality matrix

The materiality matrix below was prepared by our own departments on the basis of our business expertise and our knowledge of stakeholder expectations and requirements.



Our strategy and policy are primarily designed to meet the challenges of today and tomorrow.

The materiality matrix shows that the Graines VOLTZ Group mainly contributes to the following Sustainable Development Goals (SDGs):



8 Innovation



Innovation is based on two priorities:

- A strategy of diversifying seeds
- Seeds for healthy organic farming

8.1 A strategy of diversifying products sold

Driven by passion for the product, the Graines VOLTZ development team is constantly attentive to changing markets, new trends and, above all, emerging grassroots requirements. Working closely with an extensive network of partners and breeders, they seek out the most promising innovations in the world in terms of vegetable and flower breeding programmes and the best varieties available at any given time.

Innovation at Graines VOLTZ goes hand in hand with differentiation. Seeking out original products has always been part of the Company's DNA:

- new colour,
- new segment,
- new culinary use...



Ever more ambitious for its customers, the Group acquired the Hild Samen business portfolio on 2 June 2020. Graines VOLTZ, one of the leading French distributors of flower and vegetable seeds and young plants, continues to grow in the area of innovation by continuing production and research into the core varieties marketed by Hild (chive, basil, radish, parsley, beans, etc.) as well as those of Graines VOLTZ (tomatoes, etc.).



Customer needs are central to our plant improvement breeding programmes. Accordingly, the research carried out at the Winzerhausen station in Baden-Württemberg, Germany, focuses on species for which Graines VOLTZ is now an undisputed specialist:

- basil varieties with improved organoleptic properties and resistance to specific diseases (fusarium, mildew, etc.),
- beans adapted to all farming regions,
- radishes of uniform and stable shape and colour, adapted to all farming conditions,
- brightly coloured parsley with dense, uniform foliage,
- chive with erect, robust stalks adapted to different storage conditions,
- ...



Graines VOLTZ aims to further expand its "Smart Breeding" research division into a major development area for the Group's business geared to meeting the requirements of generalist, specialist and industrial customers as closely as possible in terms of organoleptic, aesthetic and health properties, product uniformity and the reasonable and sparing use of plant protection and productivity products.

8.2 Organic vegetable seeds for healthy farming and food

Driven by the conviction that future farming will be geared towards delivering healthier, more eco-friendly and "people-friendly" food, in 1998 Serge Voltz produced the first range of organic vegetable seeds. His challenge: offer organic market gardeners a diversity of varieties as extensive as the conventional offering with the same quality standards and supply chain reliability.

9 Listening to our customers

The foremost beneficiaries of our innovation work are our own customers, who are therefore able to sow a variety of original, sought-after and, above all, healthy plants.

The steady growth in revenues over the past few years testifies to the Group's ability to meet customer expectations.

10 People-driven performance



The Group's development is driven by the daily passion and commitment of the women and men who work for the Group's companies.

The Group employs over 300 people. One-third of the workforce are managers.

10.1 Permanent and seasonal workers

Total headcount



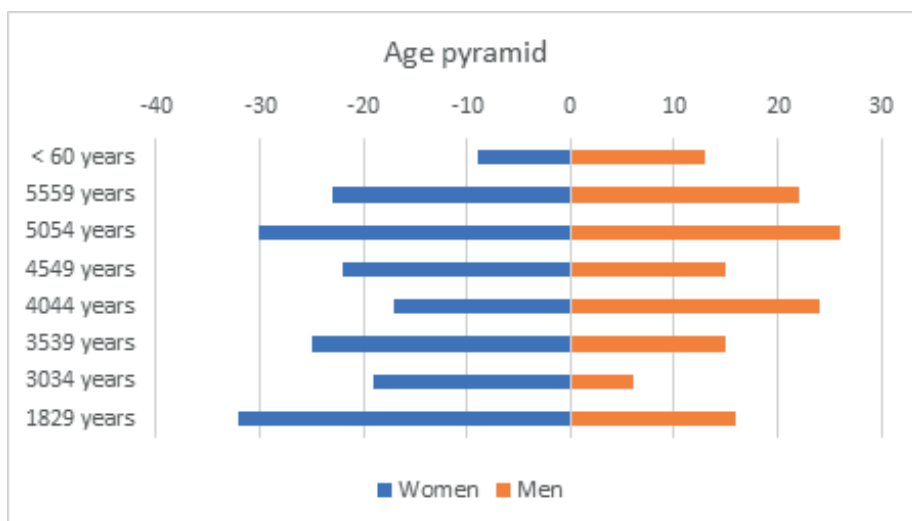
The contracts taken into account for all staff information are permanent (CDI), fixed-term (CDD) and seasonal contracts. Employees at the Macon logistics hub are included in the Colmar workforce. The establishment registered with the MSA is shown separately.

Breakdown by contract

Contract type	2020		2019	
	Number	%	Number	%
Permanent contract	270	88.9	245	84.6
Fixed-term contract	3	0.9	4	1.3
Seasonal contracts	29	9.5	38	13.4
Work/study contracts and equivalent	2	0.7	2	0.7
Other	-	-	-	-
Total	304	100.0%	289	100.0%

10.2 Balanced age pyramid

The age pyramid shows that each age group is represented among the workforce, resulting in a sustainable structure.



10.3 Employer attractiveness and staff loyalty

→ Hiring

50 new hires were recorded in 2020 versus 19 in 2019, in line with business development.

Contract type	2020		2019	
	Number	%	Number	%
Permanent contract	37	74.0	9	47.3
Fixed-term contract	5	10.0	4	21.1
Work/study contracts and equivalent	1	2.0	6	31.6
Seasonal workers ⁽¹⁾	7	14.0	-	-
Total	50	100.0%	19	100.0%

(1) One seasonal worker who joined and left Graines VOLTZ SA and Ball Ducrettet SAS on several occasions is counted only once.

→ Staff turnover

There are very few departures, as shown in the table below.

Permanent employee departures	2020 Number	Departure rate	2019 Number	Departure rate
Permanent contract	10		4	
Total	10		4	

Departures are analysed with respect to permanent contracts.

Employee attractiveness and staff loyalty are the result of the Graines VOLTZ Group's policies in favour of employees, particularly those relating to quality of life at work, work-life balance, training and the sharing of corporate values.

→ Sharing value with employees

A promotion policy has been implemented to encourage employees to stay with the Company.

Fields of action	Progress goals	Action taken	2019 indicators
Promotion	Improve communication on promotion opportunities for company employees.	Several years ago, an "internal job offer" section was added to the weekly newsletter circulated to employees by email. This measure goes together with the "Employee aspirations regarding career prospects and individual development plan" section of each employee's annual performance appraisal.	In the table of promotion requests expressed during the annual appraisal, 15 women and 10 men expressed promotion aspirations. 17 internal job offers were advertised in the weekly newsletter in 2019.

Graines VOLTZ SA employees also benefit from a profit-share agreement.

10.4 Well-being at work



In view of its business activities, the Group focused on two key issues for employees:

- Quality of life at work
- Work-life balance

→ Quality of life at work

Graines VOLTZ pays close attention to ensuring that the working environment is suitable for both men and women.

In practice, this involves adapting to individual needs and fostering employee well-being.

Each establishment is constantly seeking to improve working conditions.

At the company headquarters in Colmar (Alsace), quality of life at work has been completely rethought to enhance the well-being of all occupants. Since 15 December 2016, when Graines VOLTZ moved into new premises, management has:

- created a hotel room,
- installed a communal vegetable garden for employees,
- installed showers,
- created a kitchen/dining room,
- refurbished the living space in general,
- created a communal urban farm including a goat pen and chicken pen,
- built car parks at the front of the building,
- created a "chill-out" relaxation room,
- installed outdoor relaxation and eating areas,
- introduced bicycle mileage allowances and installed a bicycle shelter to encourage employees to cycle to work,
- provided bicycles to employees (electric and mechanical),
- distributed plants and vegetables resulting from tests around company buildings during the summer period for employees,
- enhanced facilities with numerous decorative flowerbeds and hedges, supplemented by large-scale flower trials presenting our products and novelties every summer to our employees,

- increased the number of tables and chairs provided for staff to eat outside and enjoy the view of our landscaped grounds.

At the operating establishment in Brain sur L'Authion (Loire valley), all state-of-the-art fittings were designed before construction. Furthermore, ongoing improvements are made in order to keep up with the increase in headcount and business volumes.

The facilities has extensive grounds, gardens and plant displays offering a superb green environment.

At the young plants production facility in Saint Barthélémy d'Anjou, extensions were made to the canteen and office areas to offer employees more comfort and space. Outdoor break areas have also been created and decorated with flowers.

The Health, Safety and Working Conditions Committee (CSSCT), which falls within the overall remit of the Social and Economic Committee, makes a full contribution to improving the life of employees at all facilities. Its members proactively identify any problems arising and report them to senior management for timely resolution.

The table below shows how working arrangements have been adapted in response to employee demands. Note that only women had part-time positions until 2012 and that, from 2013, one man asked of his own accord to switch to part-time work. All requests are carefully examined and working hours are tailored to employees' needs.

If we include Graines VOLTZ Production employees, the situation changes.

→ Working conditions - working hours

	2010		2011		2012		2013		2014		2015		2016		2017		2018		2019	
Staff break down	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Part-time	X	3	X	6	X	6	1	6	1	10	1	14	1	14	X	16	X	15	X	16
Shift work	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Night work	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Staggered working hours	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Arduous or repetitive work	11	11	15	15	15	15	15	15	15	15	15	15	15	15	15	15	X	X	X	X
Overtime	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
TOTAL	11	15	14	21	15	21	16	21	16	25	16	29	16	29	15	31	0	15	0	16

10.5 Work-life balance

A number of measures have been introduced to improve work-life balance for male and female employees alike:

- Flexitime working hours are awarded on an individual basis.
- At the start of each school year, parents are granted leave to accompany their children. For this purpose, every year the newsletter notifies parents with young children that they are authorised to stay with their children at school on the first day of the school year.
- The Company does not usually hold meetings early in the morning or late in the day. Departmental managers are made aware of this point.
- Expanding the sales force has allowed us to reduce the size of geographical sectors, thereby shortening journey home in the evening.

Assistance provided by the Company to parents with young children:

- When a new child is born, employees are entitled to the statutory days provided for by collective bargaining agreements and by law. No additional day is granted under a company-level agreement.
- In the case of child sickness, the collective bargaining agreement provides for no days off or financial assistance. However, the Company offers two days per calendar year per child and per parent for one child under the age of 13.

Fields of action	Progress goals	Action taken	2019 indicators
Work-life balance	Improve work-life balance.	Since 2017, in order to provide access to care centres looking after children under the age of three, Graines VOLTZ has undertaken to contribute to the operating expenses of the care centre in question. In return, in the interests of fairness with regard to other employees, the mother or father agrees to waive all or part of their year-end bonus.	Two contracts were signed between care centres and Graines VOLTZ in 2018 - For the Colmar establishment, a partnership was signed with two nurseries, Léa et Léo and Les Petits Chaperons Rouges. This arrangement allows parents to be close to their place of work and the nursery in order to minimise distances and travelling time.
	Improve family holiday entitlements.	Since 2018, an extra day's leave in addition to the contractual entitlement has been granted to employees needing to travel over 500 km to attend the funeral of a close relative.	In 2019, no male or female employee requested this entitlement.
	Foster greater involvement of women and men in their parental lives.	Parents are allowed to accompany their children to school at the start of the school year. This information is listed among the perks granted by Graines VOLTZ.	It is not practical to calculate the number of employees making use of this entitlement. Graines VOLTZ believes that all parents, whether father or mother, with a child at school have been able to take advantage of this entitlement.

Fields of action	Progress goals	Action taken	2020 indicators
Work-life balance	Help employees support their elders.	Allow employees to “donate” days off to a male or female colleague to allow that person to look after a child or parent.	
	Improve family holiday entitlements for children with a medical condition.		
	Avoid business travel.	Encourage virtual meetings using computer/multimedia resources such as Skype and Starleaf.	
	Improve family holiday entitlements in the case of a new-born child.	Increase the statutory or contractual leave entitlement for fathers of new-born children.	
	Enable employee parents to provide their children with free individual educational assistance (at first) via a specialist organisation.	The members of the Social and Economic Committee will carry out a survey and opinion poll to ascertain needs.	

10.6 Gender equality



A gender equality plan has been signed and forwarded to the French regional employment department (DIRECCTE).

The plan was drawn up for the 2011-2014 period and signed by management and the members of the single staff representative body (DUP). This document has been sent to the DIRECCTE. The parties confirm their commitment to maintaining virtual equality between the Company’s men and women in terms of pay in the various socio-professional categories, training and professional development. Changes continue to be made and the parties therefore agree to set brainstorming goals on the subject of work-life balance. The gender equality plan is updated every year and forwarded to the DIRECCTE.

→ Equal pay

Fields of action	Progress goals	Action taken	2019 indicators
Remuneration	Ensure equal treatment of men and women at the Company in terms of effective pay.	Management surveys equity within the Company. All salaries are listed on a general ledger and approved by the Chairman and CEO.	The previous summary table (2018) shows a perfect balance between women and men. From 2019 onwards, we have seen an imbalance caused by the inclusion of sales staff.
	Eliminate or reduce the impact of male and female parenthood on effective pay.	Provide employees with fully paid extra leave for sick children. On 1 January 2018, management decided to grant a maximum of 2 working days per calendar year to fathers and mothers needing to look after a sick child, providing full salary for 2 days in total per employee, even if both parents work for the Company, for children under the age of 12. A section has been created on the Graines VOLTZ intranet, in the absence management section, to allow departmental managers and HR to monitor the situation.	The Company has also set up a table of absence for employees whose children are looked after by another employee, whether male or female. In 2019, 8 men received 17 days’ leave in total and 16 women received 31 days in total to look after a sick child.

In accordance with the French Act of 9 November 2010, **Act no. 2018-771 of 5 September 2018 on the freedom to choose one's professional future and Decree no. 2019-15 of 8 January 2019 implementing provisions to eliminate pay gaps between men and women in companies and on the prevention of sexual violence and sexism in the workplace**, on 1 January 2020 Graines VOLTZ SA, a company with over 50 and less than 250 employees, rolled out an action plan on gender equality for the years 2012-2019. This document, which covers a 7-year period, was signed by members of the management team and Social and Economic Committee. It was forwarded to the DIRECCTE for official approval. An update is currently under preparation for 2020 and was forwarded to the DIRECCTE before the end of March 2021.

For 2019, management analysed various indicators in order to highlight possible areas for improvement and implement the required corrective measures if any inequalities were identified.

It should be noted that the Company sales force is predominantly male. This is a long-standing situation as, although the proportion of women is increasing, the farming world remains largely male.

10.7 Preventing discrimination



A Generation Agreement was signed in March 2015 and sent to the DIRECCTE. In the agreement, the signing parties (members of the single staff representative body (CSE) and management) affirm their desire to ensure access to employment and the retention of all workers, regardless of their age and level of qualification, by encouraging the handover of knowledge and skills. The Generation Agreement has a three-year term. It was not renegotiated in 2017 as the scheme was abolished in that year.

The Company's anti-discrimination policy also aims to achieve gender equality targets in the Company, equal representation in jobs and equal access to employment during the hiring process and throughout the employee's career with the Company.

→ Measures to promote employment and integration of persons with disabilities

The Company employs 5 persons with disabilities under permanent contracts and 1 disabled seasonal worker regularly returns. Employees with disabilities are entitled to work from home. With regard to statutory thresholds, published data excludes Ball Ducrettet SAS given that its workforce is less than 20 employees.

→ Anti-discrimination policy

The Group is committed to combating discrimination. Although there is no specific policy, the Group complies with statutory provisions regarding the advertising of job offers and hiring. Furthermore, the main applicable standards and regulations are displayed at each Group facility.

10.8 Accidents and occupational illness

7 industrial accidents entailing a frequency rate of 14% and severity rate of 0.29%. The accidents involved various job positions. It should be noted that, even though nearly 1/3 of the Graines VOLTZ SA workforce and 50% of the Ball Ducrettet SAS workforce travel around 2,700,000 km per year in France and the rest of the world, no travel accidents were reported among the sales force.

No occupational illnesses were reported during 2020. The occupational illness severity rate was therefore 0%.

Note on methodology

The severity rate calculation is based on theoretical hours worked. Lost days included in the calculation are

counted in working days.

France	2020	2019
Number of lost-time accidents		
Travel accidents	-	1
Workplace accidents	7	3
Industrial accident frequency rate	14%	9.3%
Industrial accident severity rate	0.29	0.08
Occupational illnesses reported	0	0

No agreements on health and safety at work have been signed. These points are mentioned in the single risk assessment and prevention document (DUERP).

10.9 Absenteeism

Absenteeism during the year was 10.02%.

Note on methodology

The definition used to calculate the absenteeism rate is as follows: “Hours of absence due to illness, industrial accidents, occupational illnesses and disability” / “Theoretical hours worked”.

10.10 Training to develop employee skills

→ Training policies implemented



At their own request or at the request of their line manager, every employee receives training tailored to their job and career prospects at the Company. Any employee can request training, either during the year-end performance appraisal conducted by the HR department or at any other time during the year. HR reviews all requests before submitting them to the Steering Committee for approval, after which a training plan is drawn up. Employees are individually informed of the grant of their request or of any reservations expressed.

Fields of action	Progress goals	Action taken	2019 indicators															
Training	Facilitating access to and participation in training for men and women in charge of a family (or not).	During the annual performance appraisals, employees are asked whether they would agree to do training outside working hours. If the response is no, all is done to ensure that training is provided during working hours for both women and men.	<p>Three men and one woman gave their consent to potential training outside working hours in 2018. However, the HR department has succeeded in finding training courses for the men and women mentioned above during their working time. Therefore, all women and men are trained during working hours. In 2019, the number of training courses breaks down as follows:</p> <table border="1"> <thead> <tr> <th></th> <th>Women</th> <th>Men</th> </tr> </thead> <tbody> <tr> <td>Supervisors</td> <td>14</td> <td>7</td> </tr> <tr> <td>Executives</td> <td>9</td> <td>6</td> </tr> <tr> <td>Employees</td> <td>23</td> <td>10</td> </tr> <tr> <td>Manual worker</td> <td>4</td> <td>4</td> </tr> </tbody> </table>		Women	Men	Supervisors	14	7	Executives	9	6	Employees	23	10	Manual worker	4	4
	Women	Men																
Supervisors	14	7																
Executives	9	6																
Employees	23	10																
Manual worker	4	4																

→ Total training hours

For 2020, despite the Covid-19 situation, 2,351 hours of training were dispensed and funded (including applications initiated in 2019).

	2020	2019
Number of employees receiving at least one training course during the year	76	80
Number of training hours dispensed during the year	2,351	1,929
Average number of training hours provided during the year per employee	7.7	6.9
% of employees trained	25%	28%

Note on methodology

All categories of staff received training. Only training courses lasting over 7 hours are taken into account. For training courses straddling two years, all hours completed are counted for the year in which the course was completed. English language training hours are the hours scheduled and invoiced by the training organisation. The actual number of hours completed may be slightly higher, as the Wall Street training organisation undertakes to provide the required number of hours of training to enable the trainee to reach the agreed level.

11 Environmental information

11.1 Overall environmental policy

Company procedures regarding environmental issues, environmental assessment and certification initiatives



Environmental issues: regulatory monitoring by works managers and their employees. Environmental issues are placed under the responsibility of Guillaume Leroy for the Brain

facility, Erwan Perrot for the Saint Barthélémy facility and the process managers (departmental managers) at both facilities. The Company is alerted of upcoming regulatory changes, in particular via the French seed association for seed companies & plant breeders (UFS).

At Colmar, LED light bulbs have been installed outside the building. Consumption has fallen from 300 watts to 30 watts. For indoor lighting, two offices have already been equipped. Bulbs reaching the end of their life are replaced by LED bulbs.

The Saint Barthélémy production facility in Anjou is certified Plante Bleue level 3. This national environmental certification is based on indicators of best practices and environmental performance. It is of “High Environmental Value” and guarantees eco-responsible production of young plants.

A policy has been introduced to reduce paper consumption. Order receipt confirmations are now sent by email rather than by post. This has reduced paper consumption by around 10%, i.e. around 10,000 copies per quarter.

→ Promoting awareness and training employees in environmental protection

An awareness campaign on printing, waste sorting (paper, plastic and other waste) and safety rule displays in risk areas was launched at Brain, Saint Barthélémy and Colmar, including sorting bins and containers for plastic waste, metal boxes and household waste. At Brain, CERTIPHYTO training was provided to all persons handling plant protection products. At Thonon-les-Bains, the campaign focused on sorting paper and household waste.

Every fortnight, an employee drops the various bags into the relevant containers at the municipal waste facility. No action has been taken with regard to preventing food waste, as this is not a material issue for the Company, which is no longer involved in the production of seeds or fruit and vegetable species.

→ Resources dedicated to preventing environmental risks and pollution

The Graines VOLTZ Group does not have any facilities subject to French ICPE environmental protection regulations.

- Colmar and Thonon-les-Bains: zero pollution risk as they are administrative facilities.
- Brain: compliance with regulations, minimal pollution risk arising from industrial operations. Extremely low risk as waste is isolated and stored separately in specifically labelled double-wall tanks. Processing dust is recovered by a specific suction unit that prevents any external discharge. In addition, twice a year the facility conducts a search for refrigerant leaks as part of the refrigerator maintenance procedure.
- Macon: there is no environmental risk as the facility only serves as an order preparation transit depot. Given the nature of the products, they are not removed from their packaging. Fire extinguishers are in place and are regularly audited by an approved body (SVB group). A single risk assessment and prevention document (DUERP) is drafted and updated by BREEWEL, the main occupant of the depot.

Provisions and guarantees for environmental risks, provided such information is not liable to seriously prejudice an ongoing dispute.

Graines VOLTZ has not recognised any provisions for this risk in its financial statements.

11.2 Circular economy

The Group generates a limited volume of waste given that most of it is treated as by-products and therefore reused.

→ Measures to prevent, recycle and eliminate waste

The Group mainly generates cardboard waste (6.02 tonnes per year), ordinary industrial waste (9.36 tonnes), seed waste (4.24 tonnes), pallet waste (3.00 tonnes) and aqueous waste (3.20 tonnes). The Colmar and Brain facilities conduct various sorting and recycling operations depending on the type of waste involved. At Colmar, specialist firms collect waste once a week and take it to a sorting centre.

More specifically:

- Unsold and unsprouted plant compost represents a volume of 60 m³ per year. This waste is dumped in a composting bin by Brangeon Recyclage.
- Plastic trays used for production are single-use only: (in both cases below, used plastic trays are returned to the manufacturer for 100% recycling made possible by the Cool Grey material used):
 - From surplus production and unsprouted seeds: 8 pallets per year, i.e. 20 m³.
 - Used trays collected from customers by our logistics department: around 20 pallets, i.e. 60 m³.
- End-of-life durable trays (c. 15-year lifespan): 30 m³ of plastic recovered and sent to the manufacturer for reuse in the new tray manufacturing process.
- Plant protection product waste (tank sediment): 2 m³ per year. Recovered and collected by Suez Environnement.
- Plastic waste: mainly compost bags: two 20 m³ containers, i.e. 40 m³ per year. Collected in a special container by Brangeon Recyclage.
- Waste generated by the market gardening business mainly consists of unrecovered packaging that is taken down to the tip. This includes cardboard for transporting sweet potatoes and baby plants, plastic waste from sweet potato propagation trays and polystyrene waste from baby plant propagation trays.

Several sorting systems are in place at Brain sur l'Authion:

- Some years ago, the facility installed water fountains and started providing each employee with a bottle to avoid the use of plastic bottles.
- Sorting arrangements include cardboard recycling under a collection contract and specific containers for plastic, paper and metal boxes.
- Chlorinated waste is collected by an authorised service provider.
- Storage of waste containing fungicides (seed rejects, rinsing water, disposable gloves, etc.) in suitable labelled containers, removed by an authorised service provider.

→ Measures to prevent, reduce or remedy atmospheric, aqueous and soil pollution that could have a serious impact on the environment

Colmar, Thonon-les-Bains and Macon: As these are not production facilities, they do not generate a significant amount of pollution.

Brain: Compliance with authorised product and maximum dose requirements regarding fungicides used for seed treatment. Chlorinated waste from bleach used for washing seeds is stored in hermetically sealed tanks then removed by an authorised service provider. Waste water discharges are solely derived from washing (toilets and kitchen sinks). The facility is considering testing alternative solutions to sodium hypochlorite with suppliers. In 2016, we appointed an Assistant Technical Seed Manager to look into alternative disinfection methods.

More specifically:

- Seed treatment by operators equipped with appropriate personal protective equipment (respirator masks, overalls, gloves, special shoes).
- Storage and collection, by a specialist firm, of non-European format wooden pallets previously earmarked for destruction.
- Collection and recycling of used big bags via a recycling chain. Big bags are fully recycled and can be reused for insulation or furniture manufacture (see ADIVALOR website).

→ Prevention of food waste

In view of the Group's operations, food waste prevention is not a material indicator. No specific measures have been taken to this effect.

→ Reduction of noise and other forms of operation-specific pollution

Colmar, Thonon and Macon: none

Brain: Single risk assessment and prevention document (DUERP)

- Measures to reduce noise caused by the dust extraction system.

- Installation of silencers.

11.3 Water consumption and supply depending on local constraints

Colmar, Brain, Saint Barthélémy and Thonon-les-Bains: urban water mains, no abstraction from the natural environment.

Brain: quality irrigation water used for watering in addition to collected rainwater. Total annual water consumption by Group facilities amounted to 24,550 m³.

Note on methodology: Water and energy consumption is reported for the invoicing period, which may not coincide with the financial year. If data is lacking, estimates are made on the basis of the previous year's figures (consumption of irrigation water at Brain) or extrapolated from known consumption figures (office consumption at Ball Ducrettet and Macon).

11.4 Consumption of raw materials and measures taken to improve efficiency of use

The Company purchases batches of flower and vegetable seeds and checks the quality of goods received in accordance with in-house acceptance procedures. Depending on analytical results and target markets, the batches may be processed (sundry sorting operations, calibration, disinfection, pregermination, coating, film coating, etc.) then packaged and shipped.

The Saint Barthélémy d'Anjou facility has obtained Milieu Programma Sierteelt (MPS) certification designed to reduce the impact and toxicity of plant protection product applications.

11.5 Biodiversity

→ Measures implemented to preserve or promote biodiversity



Brain: extensive grounds adorned with floral compositions, hedgerows and many varieties of fruit trees. Graines VOLTZ contributes to soil conservation and biodiversity by purchasing eco-certified products, thereby avoiding the use of pesticides and insecticides.

→ Land use

Graines VOLTZ SA and Ball Ducrettet SAS own office buildings, a warehouse (Macon), a production facility for young plants (Saint Barthélémy) and an industrial facility (Brain). The treatment of young plants at the Saint Barthélémy production facility allows the Company to limit the use of plant protection products during growth. Graines Voltz does not exploit the soil as part of its operations (no field production, etc.).

11.6 Climate change and greenhouse gas emissions

→ Measures adopted by facilities to reduce energy consumption and emissions



Brain: 700 m² of solar panels fitted; 55,722 kWh of electricity generated and sold to EDF. This is equal to the amount of electricity Graines VOLTZ supplies to other users. HQE building: Collection of rainwater, solar-powered water heating. Total consumption for the year was 224,819 m³ of natural gas, 3,847,695 kWh of propane gas and 1,853,126 kWh of electricity.

Greenhouse gases	2020	2019
Electricity consumption	1,853	1,230
Gas consumption	4,072	4,427
Fuel oil consumption	2,526	3,024
Renewable energy produced	56	58

→ **Impact of sales force**

Fuel consumption for sales force car journeys totalled 238,240 litres.
The Company is currently switching its entire car fleet from diesel to petrol.

→ **Collective endeavours by the Group and its employees**

Car fleet

The Company prioritises the purchase of hybrid vehicles whenever possible and is now buying petrol cars instead of diesel cars.

Participation in the “Bike to Work” challenge (3rd place in 2011 and 2nd place in 2012). A bicycle shelter has been installed to encourage employees to cycle to work.

The Graines VOLTZ Group reimburses employees’ public transport expenses, on presentation of receipts, and pays the statutory travel allowance to employees who cycle to work.

Disclaimer

Current reporting systems do not enable the quantity of greenhouse gas emissions generated by the use of the Company’s products and services to be assessed.

11.7 Adapting to consequences of climate change

The Company should not be directly impacted by climate change as a result of its distribution business. Nevertheless, our suppliers and customers will be more heavily impacted. It is likely that markets and products will change accordingly in the future (seed production area, varieties/species adapted to the climate, etc.).

12 Suppliers selected by the Group

12.1 Measures taken to promote consumer health and safety



Graines VOLTZ SA encourages producers to practice sustainable agriculture using cultivation methods that are more eco-friendly than conventional methods. As such, in respect of its organic products Graines VOLTZ adheres to Ecocert standards, for which it has been certified, and has set up an analytical system for monitoring GMOs, which Graines VOLTZ does not market.

Our suppliers are informed about environmental practices (double thermal screens in greenhouses, vertical and shade screens, rainwater collection for watering, biological pest control, optimised management of fertilisers and plant protection products).

12.2 Eco-responsible suppliers

Our main young plants supplier has obtained MPS-A environmental certification, while carriers have signed a charter for reducing greenhouse gas emissions.

12.3 Conditions of stakeholder dialogue

Brain: organisation of production facility tours for groups of agriculture students.

12.4 Partnerships and sponsorship

Unterlinden Museum, Colmar + Action Positive non-profit organisation (donation of seeds to set up “vegetable gardens” in Haiti in order to stimulate development in the agricultural sector).

Collection of used batteries sent to the Mondial RELAY organisation, which makes a donation to the AMF Téléthon charity initiative for each battery collected.

13 Action taken since the 30 September 2020 balance sheet date

Committed to continuous improvement for many years now, since the 2020 balance sheet date the Graines VOLTZ Group has launched a number of new initiatives, including:

- Corrective measures aimed at improving its gender equality index.
- Introduction of an Ethical Charter.
- Introduction of an Anti-Corruption Charter.