

ENVIRONMENTAL POLICY



2022

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INTRODUCTION

A leading player in the production, design and manufacture of displays, packaging, luminaires and exhibition solutions for the biggest luxury brands, we are at PAC TEAM SA committed to our customers, and wish more than ever to give meaning to our mission: to support our customers in the enhancement of their products with personalized and avant-garde proposals, and to favor a partnership of trust focused on a 360 degrees service.

Aware of the environmental impacts related to our activities, PAC TEAM SA is committed to a Corporate Social Responsibility approach of which environmental policy is one of the pillars.

PAC TEAM SA's environmental policy has been defined in line with the significant environmental aspects and impacts of its upstream activities and is the subject of an action plan that is monitored and regularly reviewed. Roles and responsibilities have also been assigned and the Directorate is responsible for its implementation. Objectives and monitoring indicators have been defined, allowing the implementation of the environmental policy with a view to continuous improvement of environmental performance.

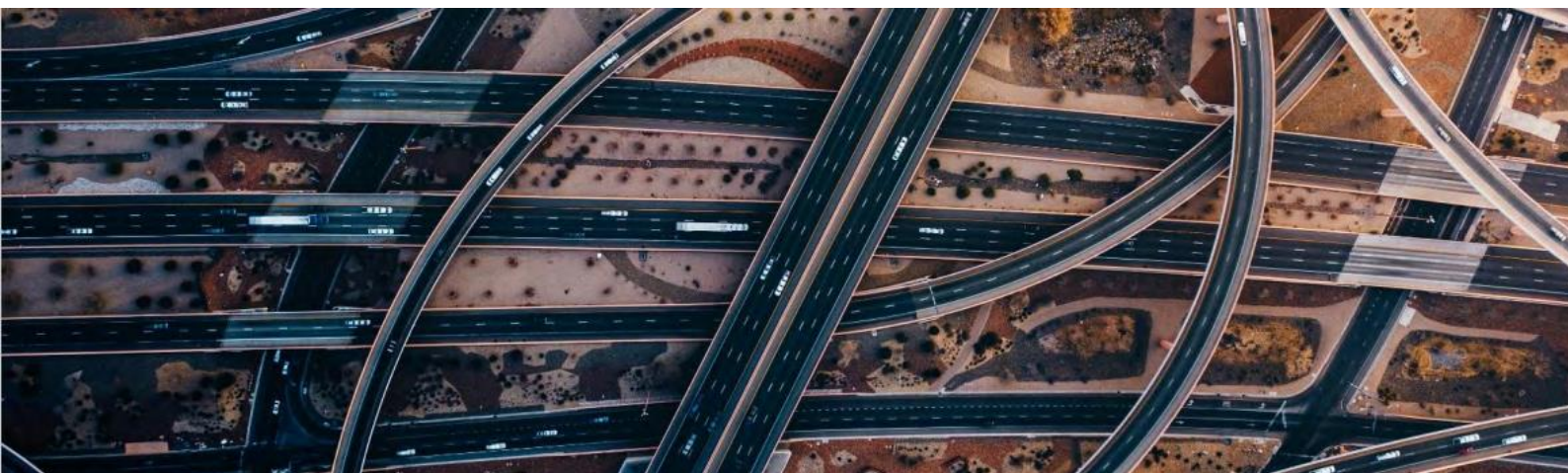
PERIMETER

It applies to all the activities of PAC TEAM SA, which also promotes them within its value chain, and more broadly, among all its stakeholders. It is reviewed annually, and the Board guarantees its implementation and the monitoring of its objectives.

OUR ENVIRONMENTAL ASPECTS AND IMPACTS

In order to structure our environmental policy and meet the material challenges related to the development of our activities, we have identified our significant environmental aspects and impacts (IESAs), in the following areas:

ACTIVITIES AND SERVICES	ENVIRONMENTAL ASPECT	ENVIRONMENTAL IMPACT
Administrative activities	Consumption of consumables (paper, toner, office supplies)	Depletion of natural resources
	Water and energy consumption (electricity)	Depletion of natural resources
	GHG emissions	Increase in the greenhouse effect
	Waste production: consumables, end of product life (DIB/inert)	Increase in pollution
Production	Consumption of raw materials	Depletion of natural resources
	Fuel consumption	Depletion of natural resources
	Water and energy consumption (electricity)	Depletion of natural resources
	Consumption of glues, solvents, inks, paints etc.	Air and water pollution
	GHG emissions	Increase in the greenhouse effect
	Waste production: consumables, end of product life (DIB/inert)	Increase in pollution
Employee travel	Fuel consumption	Depletion of natural resources
	GHG emissions	Increase in the greenhouse effect



OUR COMMITMENTS

Wishing to work to control its environmental impacts, PAC TEAM SA has set the framework for its environmental policy, deployed according to the following axes:

Structuring our environmental management system



▽ Structure its environmental management system with a view to continuous improvement and to improve the impact of our products on the environment.

Preservation of natural resources



▽ Fight against the depletion of natural resources by controlling and reducing our energy and water consumption, by selecting suppliers and service providers respecting the challenges of sustainable development and by challenging our employees on eco-gestures;

▽ We are committed to an eco-design approach for our products, the broad lines of which are mentioned in our Charter of responsible innovation, in order to reduce the environmental impact of our products;

▽ We offer all of our customers a Life Cycle Analysis by product, to enable them to assess their environmental impacts and to provide them with all the information to help them make an enlightened choice;

▽ We have replaced disposable cups and plastic bottles with personalized reusable cups and a water fountain;

▽ We have set up instructions concerning the management of our server, our emails as well as printing (R/V printing, paper FSC recycled etc.).

Pollution control

- ▽ Prevent and combat all forms of pollution through thoughtful waste management;
- ▽ We have implemented a reasoned purchasing policy internally, with the establishment of a single channel to place orders for consumables;
- ▽ We think about the design of our products in order to facilitate their transport and recycling by offering optimized dismantling solutions (for example the use of screws rather than glue...) and possibilities of partial replacement of references in case of restocking;
- ▽ We have set up sorting bins, as well as a composter outside our offices and we have removed all individual office bins, to encourage sorting and sobriety.



Fight against global warming

- ▽ Fight against global warming by assessing and reducing our greenhouse gas emissions;
- ▽ In 2020, we carried out the carbon footprint of our activities on scopes 1, 2 and 3 (on upstream activities) and implemented a reduction action plan;
- ▽ We use 100% hydropower generated in Switzerland for our offices;
- ▽ We encourage our employees to use soft mobility (through our travel guideline) and installed two electric terminals to encourage our employees to buy electric vehicles.



Preservation of biodiversity



- ▽ We integrate the challenges related to the preservation of biodiversity in the long term, being careful to use eco-labeled products for the maintenance of our premises and outdoor spaces;
- ▽ We are FSC certified, in order to make our contribution to the sustainable management of forests.

Regulatory Compliance

- ▽ To ensure the conduct of our business in compliance with all applicable laws;
- ▽ We ensure that all the suppliers we work with deliver products in accordance with European regulations (REACH, ROHS);
- ▽ We carry out tests on new materials and/or new suppliers that we reference, in order to ensure their compliance with European regulatory requirements.



OUR REPORTING



On the consumption of energy consumed in our offices

The limitation of our energy consumption is one of the objectives of our environmental policy, in order to meet the challenge related to the preservation of natural resources.

We have identified the main sources of energy consumption of our premises and we consumed in 2020 a total of 28684 kWh, which corresponds to about 1% of our CO₂ emissions.

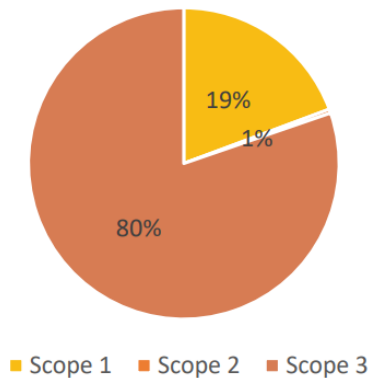


On our GHG emissions

For the year 2020, we have carried out the evaluation of our GHG emissions on scopes 1, 2 and 3 (on upstream activities).

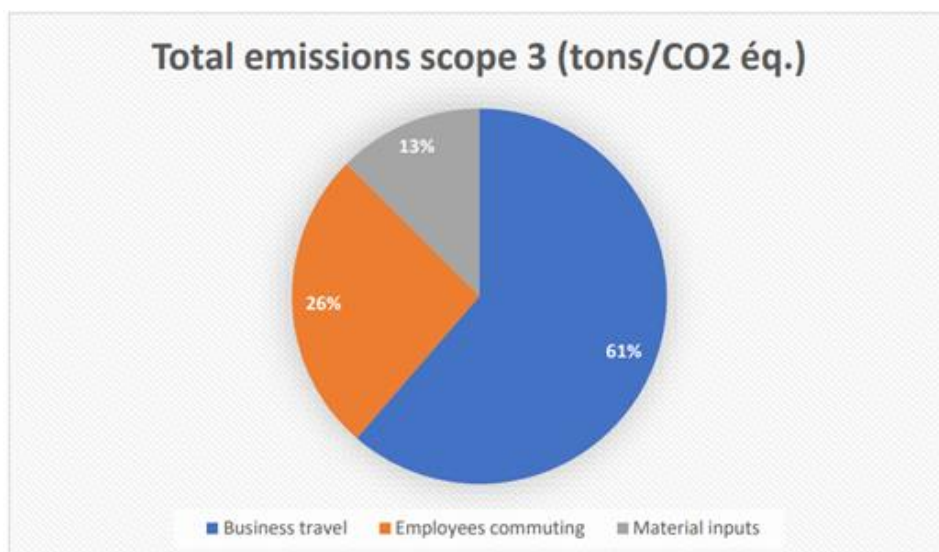
On this scope of study, the greenhouse gas emissions balance of PAC TEAM SA represents 192.7 tons of CO2 equivalent, the equivalent of 4600 kg eqCO2 per employee and distributed as shown in the following graphs:

Total émissions (tons/CO2 éq.)



Estimated Scope 3 emissions amount to 154 tonnes of CO2, most of which are due to business travel (61%) and employee travel (25%).

Total emissions scope 3 (tons/CO2 éq.)



On the waste generated

We have set up sorting bins, as well as a composter outside our offices and we have removed all individual office bins, to encourage sorting and sobriety.

We currently sort glass, PET, paper/cardboard, aluminum, scrap metal, electronics, toner, pallets and green waste.

We have installed a water fountain in order to reduce the purchase of plastic or glass bottles during our sessions. Over the year 2020 and 2021, we generated the following volumes in paper/cardboard, in kg:

Waste 2020	Total
Paper/ cardboard	430

Waste 2021	Total
Paper/ cardboard	310

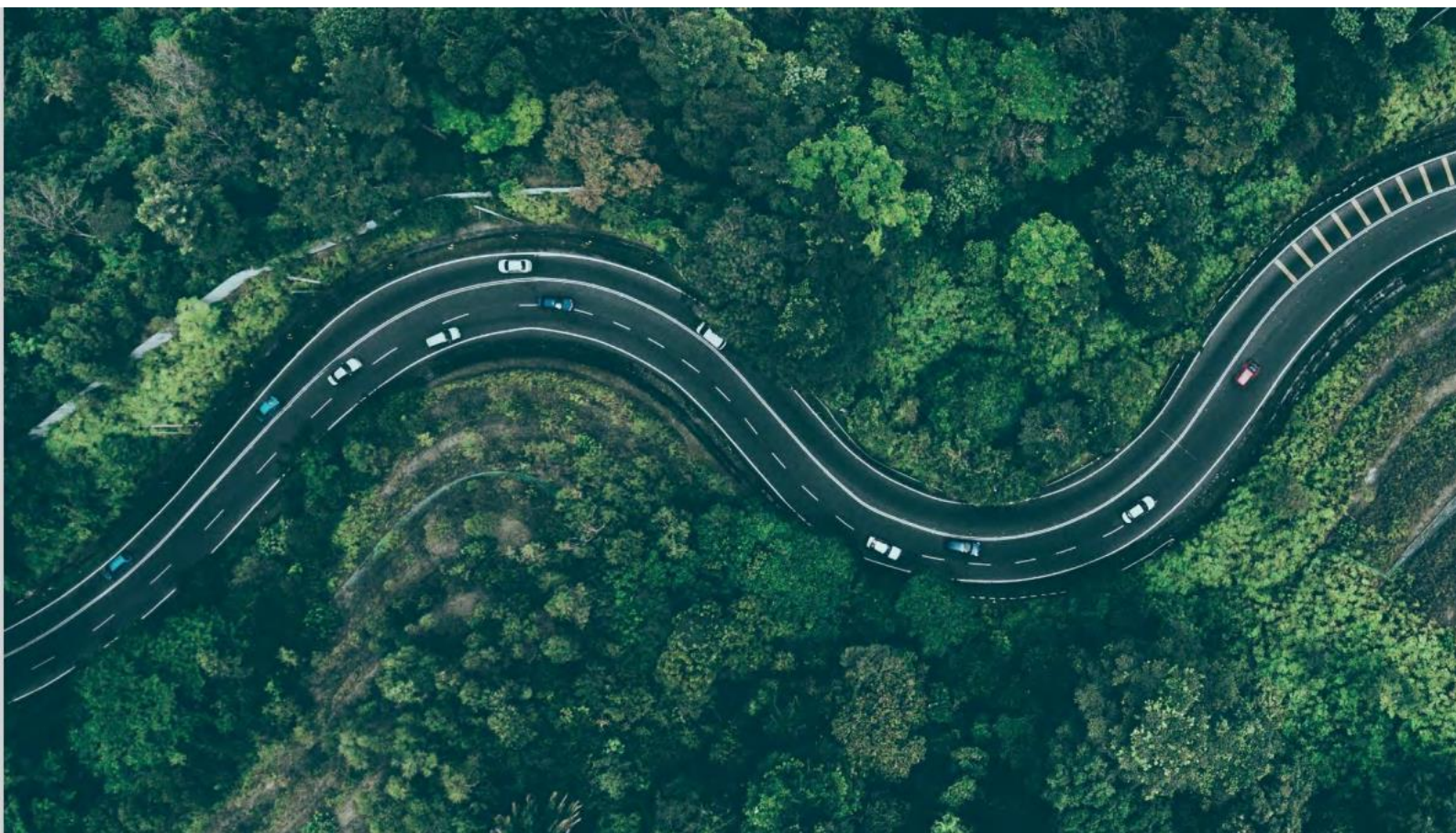
Over the year 2020 and 2021, we consumed electricity, in kWh :

Energy consumption	
2020	28684,2
2021	27965

OUR QUANTIFIED OBJECTIVES

To meet its ambitions in terms of environmental policy, PAC TEAM SA sets itself the following objectives:

- Control and reduce our energy consumption by 10% by 2025 compared to 2020;
- Reduce the volume of our GHG emissions related to business travel by 15% by 2025;
- Be part of a logic of circularity and reduce the volume of waste generated;
- Ensure wide accessibility of the environmental policy and implement it in close synergy with our stakeholders;
- Ensure that a minimum of 70% of the suppliers we work with comply with our social and specifically environmental responsibility requirements;
- Improve the knowledge and constant development of skills and the responsibility of PAC TEAM SA employees in terms of environmental protection



OUR PROMOTION OF ENVIRONMENTAL SERVICES



We encourage all our employees, as well as our partners and suppliers, to actively participate in the implementation and continuous improvement of our environmental policy and performance.

PAC TEAM SA actively monitors the search for environmentally friendly solutions by identifying market opportunities and assessing their technical and economic potential.

We offer our customers eco-designed products, easily removable and reusable, and carry out life cycle analyses to allow them, at their level, to materialize their commitments as part of their environmental policy.



Alain Borle
CEO PacTeam Group