

Sustainability report 2023



In 2024, Paprec is celebrating its 30th anniversary, 30 years of an incredible human and industrial adventure.

Paprec was born out of my conviction that waste would be the raw material of the 21st century. Paprec is the story of a company of 40 people based in La Courneuve in 1994, which has become France's leading recycler of waste into new raw materials and green energy, employing over 15,000 people in 10 countries.

Paprec is built on excellence in customer service, respect for our employees and the support of our financial partners. Thirty years of innovation and collective effort, where motivation and team spirit have propelled a traditional craft into the industrial and technological era, enabling the group to expand internationally. Thirty years of commitment to being at the cutting edge of technology, with top-quality plants and equipment, and dedicated employees who are experts in their fields.

Driven by strong values of secularism and diversity, the Group employs men and women of all origins and ages. We are all focused on the same aim: to extract value from the waste we collect or which is entrusted to us. Throughout the years of economic crises, energy crises, and geopolitical tensions, Paprec has demonstrated its resilience and the need for recycling and waste management businesses to serve a more circular and sustainable economy. By offering comprehensive waste recovery solutions, Paprec is playing a major role in the environmental transition and the decarbonisation of our economy and regions.

These thirty years of exceptional success owe nothing to chance, and this adventure is not about to end here.

Petithuguenin family, Founders

Paprec, a leading player in recycling and green energy

Paprec is a pioneer in the move towards a circular economy and a sustainable growth model based on waste recycling and recovery, and has embarked on an incredible industrial and human adventure. Today, waste has become an essential raw material and a sovereignty issue for France and Europe.

Paprec operates in all three recovery loops (material, organic and energy), saving natural resources and limiting carbon emissions, thereby helping to decarbonise the economy and combat climate change. **In 2023, Paprec Group activities helped prevent 7.1 million tonnes of CO₂ emissions.**

With its 15,000-strong workforce, headed by the Petithuguenin family, the Group generated a turnover of 2.6 billion euros in 2023, within a continually expanding scope.



As the French leader in recycling, **in 2023 the Group increased its presence in metal and scrap recycling**, and is now the third largest national player in this sector, and continues to strengthen its regional coverage and expertise. The new Paprec Decommissioning business also enables the Group to offer its customers unique and complementary expertise in dismantling, removing asbestos, and decommissioning buildings, industrial sites, and large-scale brownfield sites. These developments enable the Group to help accelerate the material circularity of metals and scrap, which is a real strategic issue for the French and European economies.

Paprec continued its geographic roll out in 2023, with rapid expansion in Spain, where it is now present in the major regions (Catalonia, Andalusia, the Basque Country, Madrid, and Valencia). **As such, Paprec supports Spain's environmental transition**, enabling it to reach the highest European standards, despite the fact that half the waste collected there is still destined for landfill.

The Group has also significantly strengthened its presence in Switzerland, with the acquisition of a 40% stake in the leading Swiss waste management company. This will leverage Paprec's expertise to make Switzerland a European leader in waste treatment.

Thanks to the activities of the Paprec Energies division, Paprec has become a major player in the production of green energy in France and abroad. Its technological expertise and strength of innovation enable it to offer customers tailor-made, end-to-end solutions to replace fossil fuels with low-carbon energy produced from non-recyclable waste. With the creation of Paprec Engineering, Paprec now has unique expertise in the design, construction and modernisation of organic and energy recovery units of all sizes, ensuring the best possible technical and environmental performance.

As part of its commitment to a greener planet, Paprec has made the fight against climate change a priority, helping to reduce greenhouse gases and preserve resources. The production of recycled materials avoids the extraction of virgin raw materials and the over-exploitation of natural environments, and is therefore a response to planetary boundaries. The Group also works at local level to limit the environmental impact of its activities and its carbon footprint through an environmental management system.

The Group is resolutely committed to diversity, secularism and the fight against all forms of discrimination, **and works for a more inclusive society, placing human capital at the heart of its strategy**. In particular, it makes employee health and safety in the workplace a cornerstone and a guarantee of overall performance.

As Paprec celebrates its 30th anniversary in 2024, we can be proud of this French industrial success story, founded on strong core values of team spirit, commitment to excellence, diversity, professionalism, respect for people, and business ethics. A story which places the circular economy at the heart of its model for a greener planet and a more inclusive society.

"The production of recycled materials avoids the extraction of fossil raw materials, and the green energy produced from non-recyclable waste replaces fossil fuels. In 2023, for example, Paprec's activities helped prevent 7.1 million tonnes of CO₂ emissions."

Sébastien and Mathieu Petithuguenin

Highlights



Continued expansion in Spain

Paprec continues to expand rapidly in Spain. After opening an office in Madrid at the end of 2021, acquiring four companies, and winning its first public-sector collection and urban cleaning contracts, Paprec expanded its network in 2023, with two major acquisitions: GBI Serveis and CLD. Paprec Spain, present in Catalonia, Andalusia, the Basque Country, Madrid and Valencia, now has 2,500 employees and 200 million euros in turnover.



Scotland: showcasing the integrated expertise of Paprec Energies

The first plant to be designed, built, and operated internationally by Paprec Energies, which will own it in collaboration with its local partner, Binn Group, this energy recovery unit, with an annual capacity of 85,000 tonnes, is an alternative to landfill. This unit will enable 58,000 MWh/year of electricity to be injected into the region's electricity distribution network, and will eventually supply the city of Perth and its 50,000 inhabitants with electricity.



The Group expands its presence in metal and scrap recycling

Now France's third largest scrap metal recycler, Paprec manages close to a million tonnes a year through its 28 specialist agencies. Three major acquisitions have doubled the Group's business in two years. The acquisitions of the family-owned Cernay-Environnement group in the north-east of France, SLR Environnement, a long-standing player in the Lyon region, and SME in eastern France increase Paprec's regional coverage and expertise.



Paprec expands in Switzerland

Paprec has been operating six sites in Switzerland since 2013, and has increased its regional coverage by acquiring a stake in Helvetia Environnement. In partnership with this Swiss leader in waste management, Paprec will apply its expertise to make Switzerland a European benchmark in waste treatment.



Paprec Decommissioning, complementary expertise

The new Paprec Decommissioning business, which specialises in dismantling, removing asbestos, and decommissioning buildings, industrial sites, and large-scale brownfield sites, offers optimised end-of-life management for ships, aircraft, trains, submarines, and other military vehicles and equipment. Paprec puts its unique expertise to work for major clients such as Airbus, RATP, SNCF, and the French Ministry of Defence.



Paprec builds France's largest selective collection sorting centre

Paprec is strengthening its position in its traditional sectors in France, and is celebrating some remarkable commercial successes with the signing of an agreement with the Decoset consortium, which is responsible for managing the household waste of more than a million inhabitants in the Toulouse region. The agreement covers the design, construction and operation of the Group's new selective collection sorting centre. The best available technologies will provide the highest material capture performance for 70,000 tonnes of waste per year.



Environmental planning in France: accelerating towards a circular economy

In 2023, France adopted an environmental plan to identify decarbonisation pathways for all economic sectors (transport, energy, agriculture, construction, energy, industry, etc.) and the levers needed to more than halve France's greenhouse gas emissions by 2030, reduce pressure on biodiversity, and better manage essential resources. This environmental plan, which includes a section on the circular economy, enshrines waste as a means of asserting our sovereignty and reaffirms the need to accelerate the transition to a circular economy in order to achieve our decarbonisation targets.



European circular economy

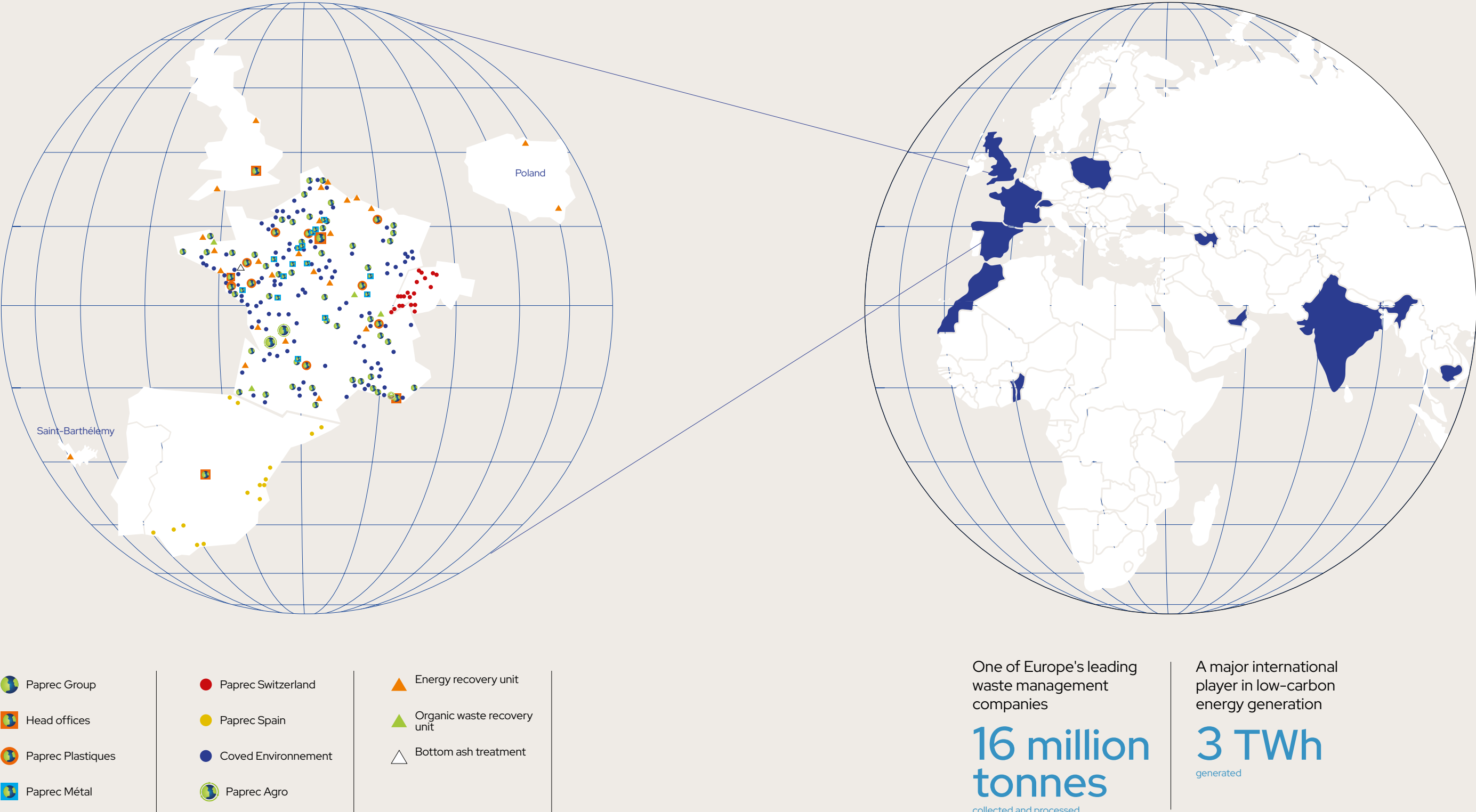
The 2018 European Green Deal set the goal of making Europe the first carbon-neutral continent by 2050, with an intermediate target of a 55% reduction in greenhouse gas emissions by 2030. In 2020, the European Commission adopted an action plan for the circular economy, broken down into several legislative and regulatory initiatives to develop the circularity of the economy.



A new green bond

Paprec raises €600 million in green bonds from over 200 national and international investors to finance its accelerated expansion. This is the fifth time the Group has used this type of financing to fund its growth and development by offering its customers and partners technological solutions at the cutting edge of the challenges of the circular economy and the decarbonisation of the economy.

Paprec in France and abroad

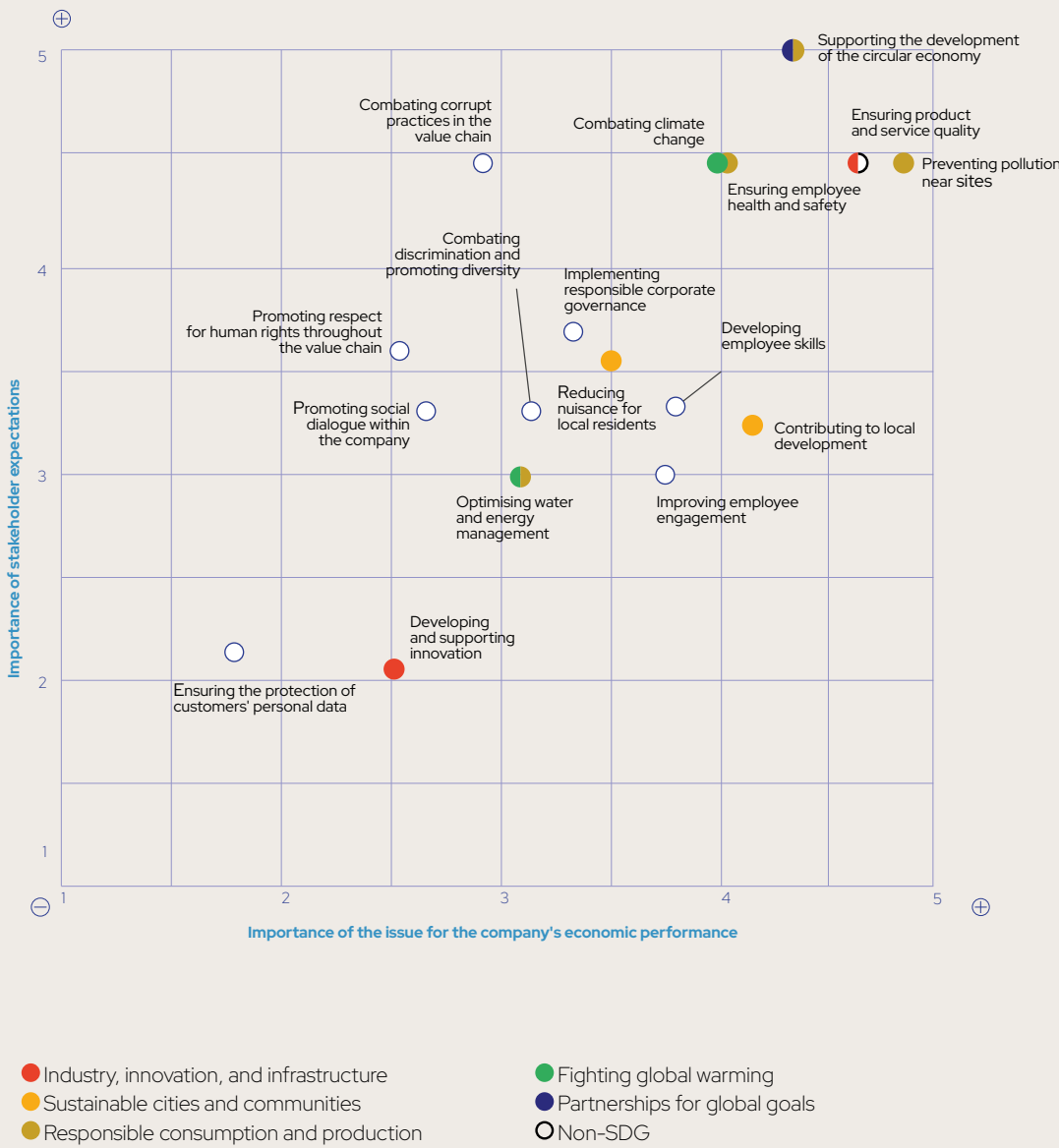


Paprec in numbers in 2023



CSR challenges: an ambitious policy for the planet

Paprec places the expectations of all its stakeholders at the heart of its strategy. By taking them into account, Paprec can identify its priority issues, and highlight the Group's contribution to the creation of economic, environmental, social, and societal value. The topics identified for this materiality matrix of CSR challenges correspond to the Sustainable Development Goals (SDGs) set by the UN for 2030 to achieve a better and more sustainable future for all, by responding to global challenges (poverty, peace, justice, prosperity, inequality, climate, environment), outlining the way forward to ensure a more sustainable model for all. The matrix was drawn up following interviews with internal and external stakeholders, supplemented by an analysis of the financial, regulatory and reputational risks associated with each issue. Through its actions, Paprec contributes to a number of the SDGs, in particular the fight against climate change, responsible consumption and production, and regional development. These commitments are an integral part of the Group's strategy to create long-term value.



Part 1



A circular model

Paprec is pursuing its development in its core sectors of comprehensive waste management and green energy generation. It is thus consolidating its position as leader in the circular economy in France and continuing its international expansion.



Identity card

As a leader in recycling, Paprec contributes to the production of raw materials from recycling. The Group offers sustainable, high-performance solutions to transform waste into new resources, and contributes to the circular economy. An expert in its field, Paprec is increasing its regional coverage and developing its expertise in its historic recycling activities in France and abroad.

No. 1
in recycling

8

million tonnes of waste collected and recycled in 2023

Expertise

Paper - cardboard - plastics - selective collection - wood - furniture waste - bulky items - waste electrical and electronic equipment - scrap metal - metals - industrial waste - building site waste.

Material recycling, Paprec's historic business

Recycling is Paprec's core business. Waste collection, the first essential stage in recycling, is carried out by drivers, bin workers, schedulers, and weighers to capture as much waste as possible, which is then sorted and recycled. Since 1994, Paprec has extended its traditional expertise in paper and cardboard to all other materials. The Group makes this expertise available to its industrial and local authority customers. Paprec is at the forefront of sorting waste from economic activities and selective collection, where it supports local authorities in extending sorting instructions.

Every year, Paprec invests in high-tech tools for optimal and innovative management. This is the case for plastic recycling. With eleven specialist plants (sorting, consolidation, preparation, regeneration, and/or formulation) for the various plastic resins (PET, PVC, PE, PP and engineering plastics), Paprec offers recycling solutions for plastics, in open or closed loops (*bottle to bottle* for PET, *floor to floor* for flexible PVC within the framework of an industrial partnership with Gerflor). Recycled plastics are sold to plastics manufacturers for use in new objects and packaging.



Paprec continues its development in Spain

Paprec continues to expand in Spain, acquiring a majority stake in the GBI Serveis group, which specialises in sorting, urban waste management, collection, and road and beach cleaning north of Barcelona. With the acquisition of CLD, Paprec has established a foothold in Catalonia, becoming the operator of the largest urban waste collection and cleaning market in Spain, a country that still tends towards landfill. Paprec is thus supporting Spain in its environmental transition and decarbonisation by offering local authorities the best industrial technologies available.

Extending know-how

In 2023, the Group strengthened its position in metal and scrap recycling, and is now the third-largest national player, and continues to reinforce its regional coverage and expertise. With its new subsidiary Paprec Decommissioning, specialising in dismantling, asbestos removal, and the decommissioning of ships, submarines, aircraft, tanks, trains, and underground trains, Paprec is also positioning itself in major markets. Paprec now operates major dismantling contracts for military equipment (submarines, ships, aircraft, etc.) and other major customers such as Airbus, Aéroports de Paris, RATP, and SNCF.

"The development of our geographic network and our tools and expertise in non-ferrous metals will enable us to manage the entire scrap metal value chain."

Mathieu Petithuguenin



7 new sorting centres for household recycling waste

A leader in selective collection, Paprec is investing in this sector with seven new sorting centres. Trivalo Bourges, in the centre of France, is a comprehensive public contract in which Paprec is both the designer and operator. It was commissioned with a capacity of 30,000 tonnes per year. Trivalo Damazan in the south-west of France, which Paprec operates on behalf of the department, started up with a capacity of 15,000 tonnes per year. Work on the Dreux (northern France), Parçay-Meslay (western France), Grenoble (eastern France), and Richwiller (north-east France) plants is nearing completion, with commissioning scheduled for 2024. The annual capacity of these sites will be 30,000, 45,000, 51,000 and 53,000 tonnes respectively.



Paprec, a player in the Olympic Games

For the Paris Olympic and Paralympic Games in summer 2024, Paprec has won three contracts to provide waste collection and management services at several Olympic venues: the athletes' village, the main media centre and various competition venues in the centre of the capital. Our teams will be fully mobilised to ensure waste management during this global sporting event.



Identity card

Since its creation, Paprec has been committed to developing its organic recovery of fermentable waste through the production of high quality agronomic biofertilisers. In addition to replacing carbon-based nitrogen fertilisers, returning waste to the earth encourages the storage of carbon in soils, thus contributing to the “4 for 1,000” initiative, in which living organisms play a role in buffering the climate by storing carbon. The requirement for households to sort biowaste at source from 1 January 2024 should accelerate organic waste recovery.

2

million tonnes of organic waste collected and recovered

16

organic recovery plants

Expertise

Biowaste – anaerobic digestion – composting.

“We support our private and public-sector customers in complying with regulatory changes, such as source separation of biowaste, with innovative, tailored solutions for the collection and recovery of biowaste through composting or anaerobic digestion.”

Olivier Seignarbieux, General Delegate Grand-Sud and Director of the subsidiary leading work on returning waste to the earth



Paprec, a player in organic waste recycling

Paprec’s fast-growing organic waste recovery subsidiary helps to return organic waste to the earth.

The first step is to collect biowaste. For over 10 years, Paprec has been positioning itself with its Biocollect’ offer, which enables separate door-to-door collection of biowaste from individuals in trailblazing local authorities. This tailor-made solution optimises biowaste management while increasing the overall recovery rate. This biowaste is recycled via composting or anaerobic digestion to produce high-quality bio-fertilisers and organic soil improvers. The resulting material can be used as a high-quality organic soil improver or locally-produced fertiliser. Not only does this replace fossil fertilisers, it also increases the organic matter content of soils, offering a dual benefit as a decarbonising solution. In the case of anaerobic digestion recovery, the process also produces energy in the form of biogas. This is injected into the grid or transformed into electricity and heat in a cogeneration unit.



Construction of the world's largest public composting facility

The SM4 consortium, a customer of the Coved Alsace site in Cernay in north-east France, has entrusted Paprec with the design, construction and operation of its composting platform with an annual capacity of 20,000 tonnes of biowaste and green waste. The amounts invested exceed 20 million euros for one of the largest composting projects in France carried out by a local authority. The process will produce very high quality compost meeting a number of standards and ecolabels (NF 44051, ASQA, organic farming).



Extension of biowaste collection

Paprec supports local authorities with collecting biowaste. For example, Coved GPSO (Grand Paris Seine-Ouest) is extending its door-to-door collection perimeter in the towns of Chaville, Sèvres, and Meudon to cover five municipalities by 2025. As such, Paprec contributes to the collection of biowaste for 104,000 inhabitants, i.e. 20 tonnes/month.



Identity card

Paprec Energies' technological expertise and innovation strength enable it to offer customers a tailor-made, end-to-end solution for waste that cannot be treated through material recovery. Paprec is thus the only player in Europe to offer integrated services combining the design, construction, and operation of energy recovery units or platforms for the preparation of solid recovered fuels (SRF).

29

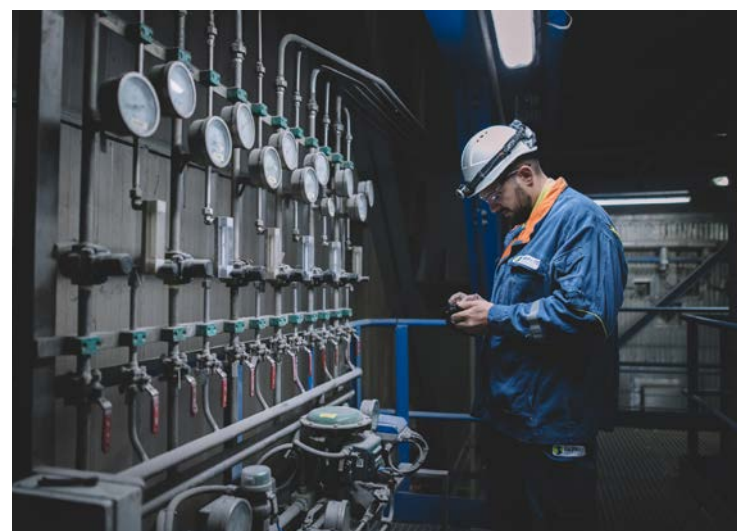
energy recovery units in 4 countries

3

TWh of energy generated

Expertise

Energy recovery units - preparation of solid recovered fuels (SRF) - SRF heating system.



Paprec, a low-carbon energy producer

A low-carbon alternative to fossil fuels

By substituting low-carbon energy produced from non-recyclable waste for fossil fuels (oil, natural gas, coal), energy recovery from non-recyclable waste contributes to the decarbonisation of the French, Polish, and British energy mix, and to the energy independence of these regions. The production of heat and electricity from energy recovery units supplies local infrastructures (urban or industrial heating networks, electricity grids) with renewable and recovered energy. Paprec is rolling out its expertise and best technologies to develop new projects and improve the performance of existing plants by increasing site capacity and green energy generation while ensuring environmental protection. From 2020 to 2023, the Villefranche-sur-Saône plant near Lyon underwent major modernisation work to make every stage of the process more reliable and improve site performance (33% increase in heat generation). Major maintenance work has been undertaken at the Saint-Saulve plant near the Belgian border to modernise the boilers and furnace. In Gien, in north-central France, modernisation of the 2nd line will double energy generation for local paper manufacturer Essity, and deliver electricity to the grid.

Paprec Engineering and its unique expertise

With the creation of Paprec Engineering, Paprec offers its public and private sector customers unique expertise in France and abroad in the design, construction and modernisation of energy and organic energy recovery units of all sizes.

The Group is now rolling out its expertise to increase site capacity and green energy generation while ensuring environmental protection, capitalising on its engineering skills.

Major expertise in fuels

Preparing solid recovered fuels (SRF) involves sorting, crushing and sizing non-hazardous, non-recyclable waste from sorting refuse from selective collection and industrial waste. Paprec currently operates seven SRF preparation platforms (Le Broc, Malataverne, Bruguière, Loches, Saint-Herblain, and Fresnoy-Folny).

SRF's are used as low-carbon fuels that replace fossil fuels such as heating oil or gas for energy-intensive installations, helping to decarbonise industry and ensure France's energy sovereignty.

Paprec is also developing this business internationally, for example on the Spanish market and also on the Polish market, notably in Krosno where Paprec will be operating a SRF boiler plant from spring 2024.



Design and construction of a multi-disciplinary centre

Using an innovative patented technical solution combining technical expertise, architectural integration and optimisation of resources, the Group is building its first SRF energy generation unit in Malataverne in the south of France. The unit will process 90,000 tonnes/year of residual household and commercial waste collected from the Syndicat des Portes de Provence region. The estimated production of more than 47,000 tonnes of SRF/year will inject around 31 GWh/year of electricity into the national grid.



A partnership to move away from coal

EDF has chosen Paprec for a partnership designed to replace coal at the Cordemais power plant in north-western France with a product derived from B-class wood. This conversion into a biomass boiler would be a world first, and would kick-start the creation of a new industrial sector for the manufacture of solid "black pellet" fuel.

"Every time we start work, our mission is to modernise and optimise plant performance, while ensuring quality and continuity of service."

Gregory Richet, CEO of Paprec Energies



Identity card

Storing non-recyclable waste is the last step in the waste treatment hierarchy. Paprec offers sustainable, environmentally-friendly solutions for sending non-hazardous, non-recyclable waste to landfill.

Expertise

Storage of non-recyclable waste -
Leachate treatment - Electricity
generation - Heat generation -
Biomethane production.



Paprec's expertise in the treatment of non-recoverable final waste

In order to be present across the entire waste management chain, Paprec offers outlets for waste that cannot be recycled into materials or energy by means of non-hazardous waste storage facilities (NHWSF). The Group carries out these operations to the highest environmental and safety standards. These sites are strictly controlled: the types of landfill waste are highly regulated, and all NHWSF sites are certified based on the ISO 14 001 environmental management standard, with a high level of environmental monitoring. For example, leachate, the liquid produced by the decomposition of waste, is treated to protect the environment from any risk of soil and water contamination. The Group also installs high-performance systems at each of its landfill sites to capture the biogas produced by the controlled breakdown of fermentable waste, which is then recovered in the form of carbon-free heat and electricity. To ensure that NHWSF sites fit into the local fabric, particular attention is paid to landscape integration and the development of biodiversity. On each site, we maintain an ongoing dialogue with our stakeholders, through consultations with local residents and associations.

Developing eco-hubs

In order to limit the proportion of waste sent to landfill, Paprec combines its landfill sites with organic waste recovery activities or solid recovered fuels (SRF), for example at La Perbousie, in central France, and Fresnoy-Folny in the north of the country.

Business model

Since 1994, Paprec has been developing a comprehensive range of national and international industrial services, covering the entire waste management value chain, from collection to the recovery of raw materials from recycling. The French leader in recycling and a major player in waste management and green energy generation, the Group meets the needs of its public and private customers. Drawing on its strengths to create a continually enhanced business model, Paprec combines economic performance with a positive impact on the environment, people, and local communities.



Part II



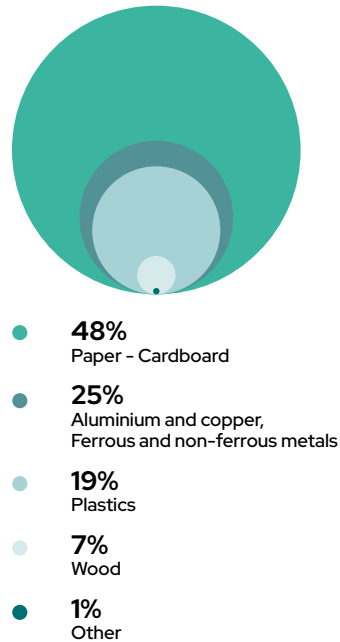
A greener planet

Paprec offers comprehensive, innovative and tailor-made solutions to its local authority, business, and industrial customers: from collection to recycling and the production of green energy.

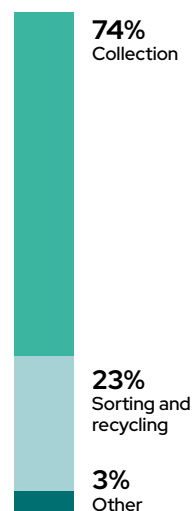
In so doing, the Group is contributing to the decarbonisation of the economy and to local energy sovereignty.

Helping to decarbonise the economy

Breakdown of avoided emissions through recycling



Breakdown of GHG emissions by recycling activity



Through the development of its recycling, organic waste recovery and energy recovery activities, Paprec is contributing to the decarbonisation of the economy.

The production of recycled raw materials (RRM) reincorporated into industrial processes (paper, steel, plastics, etc.) saves "primary energy" and avoids the greenhouse gas emissions generated by the extraction and manufacture of fossil raw materials. In this way, the production of RRM helps to limit environmental pressures on natural resources.

Through the production of biofertilisers derived from composting or anaerobic digestion, Paprec, in partnership with local farmers, enhances the fertility of plots of land by increasing their humus content, thereby storing carbon in the soil and significantly reducing the concentration of CO₂ in the atmosphere. Since 2014, Paprec has been running an agroforestry experiment at its Saint-Paul-La-Roche site, backed by a composting platform. This project, part of the "4 for 1,000" initiative, was awarded the 2019 European Sustainable Development Prize.

Finally, the substitution of low-carbon energy produced from non-recyclable waste (heat, electricity, biogas) reduces the use of fossil fuels (coal, gas, fuel oil) and the associated CO₂ emissions. As such, the Group contributes to the decarbonisation of energy generation and the strengthening of national and regional energy independence.

Paprec supports its customers in their decarbonisation efforts. The new Paprec SmartCarbone tool enables customers to manage their greenhouse gas emissions through waste management. Paprec innovates and offers CO₂ capture processes in some of its projects. Paprec also acts upstream of waste production with prevention services to support its public sector customers, an eco-design offer for manufacturers, and by developing re-use offers.



Raising awareness: an essential step in prevention

Paprec supports local authorities in their efforts to raise public awareness of sorting practices by offering a range of educational tools. For example, in the Communauté de Communes du Bassin de Pompey in the north-east of the country, prevention and awareness-raising measures (sorting guides, information stands, discussions with users (markets, school canteens, care homes, etc.)) have reduced the production of residual household waste by 17% in one year.

Encouraging customers to adopt eco-design

In 2023, Paprec launched CircleLab by PAPREC, a tailor-made eco-design support offer enabling industrial customers to improve the lifecycle management of their products. Paprec provides its expertise to ensure the technical, regulatory and economic viability of these solutions. The challenge is to increase the collection, sortability, and recyclability of end-of-life materials. Industrial groups in the cosmetics, food, and sports equipment sectors, among others, have been supported by the Group. For example, Paprec has worked with Salomon to develop its eco-design approach to produce recyclable ski helmets that will be recycled by the group.

Reuse and recycling in action

At the waste electrical and electronic equipment recovery site in Sarcelles, Paprec gives processors, hard disks, fluorescent tubes, and other computer parts and components a new lease of life, following a strict, secure sorting, dismantling, data destruction, and depollution procedure. The Saint-Ours-les-Roches site near Clermont-Ferrand plays an active role in processing end-of-life vehicles (ELV) and extracts spare parts.

"In France, we are fortunate to have a waste management sector that is recognised for the richness and diversity of its expertise: it is unquestionably an essential sector for the decarbonisation of the economy. The Paprec group, backed by its expertise and local roots, is fully committed to the decarbonisation of these regions."

Jean-Pierre Denis, Vice-Chair of Paprec and Chair of the Confédération des Métiers de l'Environnement



Managing our carbon footprint

Reducing transport-related emissions

Paprec is committed to reducing the greenhouse gas emissions generated by its transport activities. Three-quarters of recycling-related emissions are linked to transport and Paprec is adapting its vehicle fleet, giving priority to electrification and the use of alternative fuels.

Several of the Group's entities have begun to make their fleets greener. La Corbeille Bleue, a subsidiary specialising in tertiary sector waste, operates in the Paris region with eleven light electric vehicles. Several of the Group's branches, including in Châlons-en-Champagne, Pau, and Buc are also electrifying their household waste fleets.

Paprec also favours alternative fuels to diesel, such as Oléo100 and natural gas for vehicles (NGV). A growing number of Paprec vehicles run on NGV, generating less carbon dioxide, nitrogen oxide, and fine particles than fossil fuels.



For customers, just like the new collection contract in Barcelona, where 70% of the 370 collection vehicles are electric, all 35 vehicles in the Est Ensemble collection scheme in Paris are electric. Paprec also provides employees with electric charging stations. They are part of a programme to roll out electric vehicle charging stations at some thirty pilot sites.

Finally, whenever possible, Paprec uses river or sea transport as an alternative to road haulage. This year, the group operated its first scrap metal shipment by boat. Over 3,200 tonnes of scrap metal were shipped by sea from Nantes to Bayonne, before arriving at a Spanish customer's site.

Industrial process optimisation

Paprec devotes a growing proportion of its investments to the ongoing optimisation of the energy performance of its industrial processes at its sites. The Group is rolling out an energy performance improvement plan specific to each type of recovery and treatment. This minimises energy losses, improving yields and reducing the carbon footprint.

The installation of waste heat recovery systems, more economical motors with a good energy efficiency rating, hot water storage systems, and power variation systems ensure that equipment is optimally used to meet the needs of energy recovery unit processes.



A micro-turbine for energy savings

As part of the programme to modernise the Sète energy recovery unit, Paprec proposed the installation of a micro-turbine to make use of water vapour, which had previously been unused. The commissioning of this micro-turbine also contributes to the plant's self-supply of electricity. These energy-saving initiatives have generated savings of around 500,000 euros over three years.

"To help Est Ensemble's household waste collection plan achieve its decarbonisation targets, Paprec focused on innovation and proposed a fleet of 35 fully electric vehicles, the largest fleet ever for a local authority."

Erwan Le Meur, CEO Grand Île-de-France



Sustainably managing our environmental impact

€16.2m
dedicated to environmental protection

85%
of sites certified ISO
9 001, 14 001, 45 001 and 50 001

A standardised and strengthened QSEE policy

The Group's Quality, Safety, Environment and Energy (QSEE) policy is steered by a QSEE management system. This system is audited every year as part of specific audit campaigns by business line, to maintain site certifications: ISO 9001 for service quality and customer satisfaction, ISO 14001 for taking into account and managing environmental impacts, ISO 45001 for protecting the health and safety of workers, ISO 50001 for managing and improving our energy performance. By 2023, more than 60 audited agencies in France had passed their certification.

The key strengths identified during these audits were: customer focus, environmental strategy, operational expertise, fire prevention, and employee support.

This approach is important because it enables the Group to improve by reinforcing excellence, innovation, and team spirit.

The QSEE policy is published every three years to set the strategic direction of the Group. This policy was reviewed and standardised for the entire group in 2023.

To this end, an energy section has been added, particularly in the light of the need to reduce energy consumption.

Paprec has put in place resources to optimise the Group's energy performance in processes, buildings, logistics and transport, as well as in the purchase of energy-saving products and services.

In addition, quality of life in the workplace plays an important role, given the priority given to the well-being of all employees at their workstations.



"The audit and certification process pushes us to constantly improve, with a view to achieving excellence. It enables us to assess our performance and our commitments to a greener planet and a more inclusive society."

Ondine Galland, Group Quality and Certifications Manager

"Managing the risk of fire requires good preparation. Putting out fires requires good reflexes. Fire experts, in collaboration with the QSEE teams, organise drills at least twice a year. These surprise fire drills are adapted to the types of waste and the fire protection resources on site."

Claire Boursinhac, Paprec General Secretary



Fire risk management

The waste sector in France and Europe is particularly exposed to the risk of fire. In response to this major risk, the Paprec Group has decided to implement an ambitious fire prevention and protection policy. It involves implementing technical, organisational, and human resources, as well as carrying out vulnerability analyses, in order to manage the risk as effectively as possible.

Each site is mapped out, enabling us to draw up an action plan and appropriate prevention and protection measures. These include the installation of detection and extinguishing systems, passive protection measures, employee training, and inventory removal measures.

€8.9m
invested in 2023 in fire prevention



Educational partnership to preserve biodiversity in Wissous

At the Paprec Chantiers site in Wissous, just south of Paris, Paprec has launched an Oasis Nature certification programme. The presence of invasive non-native species led the group to establish a partnership with the Cours Diderot Paris Campus to carry out eradication work on the species present on the site. As invasive non-native species are recognised as one of the five factors in the erosion of biodiversity by the IPBES* (the biodiversity equivalent of the IPCC), a one-year monitoring programme will be carried out with the students.

*Intergovernmental science-policy platform on biodiversity and ecosystem services



“By designating its sites as Oasis Nature and adopting good biodiversity management practices, Paprec is doing its bit to preserve this precious common resource. No space is lost for biodiversity.”
 Sandrine Bélier, Director, Humanité et Biodiversité



Protecting biodiversity

The Group is committed to protecting biodiversity in all its activities. Since 2018, Paprec has strengthened its biodiversity action plan. This involves mapping the biodiversity footprint of Paprec’s activities and integrating biodiversity issues into the bids and design of future sites and major projects. Paprec integrates biodiversity protection actions into all its activities.

Since 2018, the Group has also been involved, through Act4Nature International, an inter-company initiative aimed at creating a truly international collective dynamic to protect, enhance, and restore biodiversity.

Since 2020, the Group has been a partner of the Humanité et Biodiversité organisation, which works to protect the diversity of living organisms and their ability to evolve. In this context, Paprec is developing the referencing of its sites as Oasis Nature, real hubs of biodiversity protection. For example, Paprec wants to promote the development of ordinary biodiversity on its sites, combat the proliferation of invasive non-native plants, reduce the impact of the fragmentation of natural environments, and limit pollution from chemical fertilisers and pesticides to preserve the richness of biodiversity.

Part III



A more inclusive society

Since its creation, the Group has been known and recognised for its commitment to diversity, secularism and the fight against all forms of discrimination in the workplace.

Our 10 golden safety rules

-  **• Rule 1:**
Wear PPE
-  **• Rule 2:**
Pay attention to traffic on the site
-  **• Rule 3:**
Lock-out or ensure lock-out before starting work
-  **• Rule 4:**
Make sure work at height is performed safely
-  **• Rule 5:**
Pay attention to machine-related risks
-  **• Rule 6:**
Look after my own safety and that of others
-  **• Rule 7:**
Comply with the 3 support points
-  **• Rule 8:**
Lead by example when it comes to safety
-  **• Rule 9:**
Manage my outside contractors
-  **• Rule 10:**
Welcome and support new arrivals

€13.8m
invested in health and safety

Ensuring health and safety in the workplace

The health and safety of our employees in the workplace is at the heart of Paprec's strategy and a guarantee of the Group's overall performance. This priority is integrated into all company decisions.

Paprec's health and safety strategy is an essential part of the Group's commitment to its employees, its operational integrity, and its social responsibility. It ensures a healthy and safe work environment for all the company's employees, while controlling the risks associated with agency and plant operations.

Reiterated in 2023, Paprec's occupational health and safety policy is based on risk prevention through the identification, assessment and appropriate management of risks associated with the company's various activities. The implementation of this policy is based on the ten golden rules.



A three-pronged occupational health and safety strategy

Paprec promotes a safety culture and acknowledges that safety is a shared responsibility. The company implements regular training programmes, awareness campaigns, and dedicated communication tools to raise collective awareness of the importance of preventive action. Their aim is to encourage communication on safety issues, change dangerous behaviour, and strengthen the feeling of belonging to a company committed to protecting the health and safety of all.

All employees must be exemplary when it comes to complying with safety rules. This takes the form of regular communication on safety issues, awareness-raising campaigns, wearing safety equipment during visits, and implementing best safety practices.



Risk management is essential to the smooth running of operations. In 2023, particular emphasis was placed on machine risk, through equipment compliance and lockout/tagout procedures. Paprec is committed to implementing rigorous preventive and corrective measures to minimise these risks: an overall inventory of installations, drafting specific instructions, operator training in the safe use of machines, regular preventive maintenance, and constant monitoring of equipment. In addition, the company invests heavily in technologies to guarantee employee safety.

An exemplary employment and employability policy

Working to improve working conditions

This year, Paprec is once again on the podium of the best employers in the "environment" sector in the February 2023 Capital Magazine ranking of France's top 500 employers. This illustrates Paprec's consistent performance in human resource management.

In 2023, against a backdrop of consumer price inflation, Paprec pursued a dynamic remuneration policy and carried out several salary increases during the year.

The Group has decided to pay a profit-sharing bonus worth €600 to each employee to celebrate Paprec's 30th anniversary in 2024 and thank them for their contribution to this success through the quality of their work and their engagement.

Paprec has also extended the Group Savings Plan to new entities. As a result, the number of beneficiaries increased by 13%.

At the same time, Paprec has continued its efforts to improve working conditions, paying particular attention to the ergonomics of workstations. This is particularly true of all new selective collection sorting centres, where the highest standards are applied to operators' workstations (width and height of belts, positioning and size of chutes according to flows, brightness, temperature and ventilation, etc.). Workstation warm-ups and active breaks have also been developed to ensure physical preparation for work.

Ergonomics is also closely examined in collection activities, with particular attention paid to postures and work organisation, as well as the provision of suitable collection equipment.

Paprec's commitment to employee training continued with the development of the Paprec Academy.



"In terms of human resources development, we are keen to provide a pragmatic response to the very real challenges we face in terms of recruitment and career development for our teams. Every plan we put in place has a dual aim: to meet the needs of the company in order to serve our customers and to enable our employees to develop professionally."

Stéphane Gérard, Group Human Resources Director

Supporting team training

New programmes have been launched. A course designed to train industrial vehicle mechanics, for example, was launched in November 2023. This is a work-study course involving 100 days of training over 14 months, leading to a professional qualification. Twelve existing or newly recruited employees are already benefiting from this scheme. This is Paprec Academy's second certification course, following the success of the programme launched in 2022 to train industrial maintenance technicians. These two training initiatives meet a major recruitment need in these professions, and also enable us to offer career development opportunities to group employees interested in these professions.

Paprec also recruited the second class of its Graduate Programme for young graduates. Thirteen of them have joined the Group's open-ended contract programme, taking on three eight-month assignments in different regions and business lines. These young people, who aspire to take on managerial responsibilities within the group in the coming years, benefit from an accelerated introduction to our different business lines and can then choose the specialism that best suits them.

A new training course leading to qualifications

Following the success of the industrial maintenance training course launched at the end of 2022 in partnership with the Union des Industries et Métiers de la Métallurgie (UIMM), in 2023 Paprec, in collaboration with Promotrans, launched a specific programme dedicated to training new industrial vehicle repair mechanics. The role of these future graduates will be to maintain or repair vehicles across the Group's entire fleet to ensure that they remain in good working order at all times.



Paprec named a Diversity Champion

In June 2023, CAPITAL magazine once again ranked Paprec among the Top 10 diversity champions (out of 500 companies interviewed).

91/100

professional equality index for the Paprec group

30%

of young graduates entering the Graduate Programme are women

Diversity and gender equality

Promoting diversity

Since it was founded 30 years ago, Paprec has made the fight against discrimination a central part of its social model. Diversity and gender equality are therefore an integral part of our human resources policy and actions.

Equal opportunity is at the very heart of Paprec, whose fundamental values are based on respect for people, diversity, and secularism within the company. These are values with which the Group's employees identify, and which they confirm are effectively implemented on a daily basis in the field (84% to 88% positive responses in the surveys carried out).

Paprec employs people of 76 different nationalities with the ambition of helping to build a more inclusive society. In 2014, the Group, a pioneer in this area, adopted a secularism and diversity charter that forms the basis of Paprec's operations as a whole.

Each year, the Castors d'Or ceremony celebrates the success and the professional and personal qualities of the Group's staff, in all business lines and at all levels of the organisation. Exemplary people whose gender,

"The work I did in a plastics plant, a sorting centre, and then in a support department enabled me to discover the human side of the Group and to acquire solid skills in the field."

Fiona Letourneur, Graduate Programme



Success of the 2023 social survey

The 2023 social survey had a high response rate: 88%. Using around fifty questions drafted in partnership with Pragma to identify areas for satisfaction and improvement, 94% of employees appreciate their work and 90% have confidence in the Group's future.

origin, age, and personal history all testify to the strength that comes from the diversity of profiles within the Group, all individual and all committed to the same goal.

In a profession that is still very male-dominated, Paprec now employs 20% women (and almost 30% in management) and continues to work towards greater gender diversity.

To make it easier for employees to combine work and parenthood, Paprec has reserved a number of crèche places throughout France. They offer a solution for employees who have difficulty finding suitable childcare. Thirty employees now benefit from this programme.

“The Paprec Group, with its humanist values and its commitment to diversity, which are at the very heart of the Group, is working to promote equal opportunities. We are committed to professional integration through our activities and partnerships, notably with the Elise network.”

Mathieu Petithuguenin



Le Petit Plus

In 2019, the Group acquired the specialist company Le Petit Plus, which creates sustainable jobs and pathways to integration for people with disabilities, who account for more than two-thirds of its employees. On a day-to-day basis, Le Petit Plus combines socially responsible employment with office waste recycling: employees collect, sort, and process all types of waste from the tertiary sector.



More than

760,000

hours of work carried out with social economy structures (integration and disability)

Paprec is committed to equal opportunities

Paprec is committed to professional integration

Integration through economic activity (IAE) enables people who are furthest from employment, due to particular social and professional difficulties (age, state of health, precariousness), to benefit from strengthened support to facilitate their social and professional integration through specific employment agreements.

Since 2013, Paprec has been a member of the Club Régional d'Entreprises Partenaires de l'Insertion (CREPI) Île-de-France and carries out actions with CREPI Méditerranée. The aim of this network is to help people find employment through companies with a long-term commitment to the region. For example, the group helps organise theme days, site visits, internships, and job fairs.

Paprec is committed to integrating disabled people

In 2021, Paprec signed a long-term commercial agreement with the Elise group, France's leading social economy network, for the Île-de-France region. All Elise sites have Entreprise Adaptée [specially-adapted company] (EA) or Entreprise d'Insertion [integration company] (EI) accreditation. This agreement enables the Elise network and its customers, who are specialised in dispersed waste, to tap into Paprec's recycling expertise through its specialised channels offering traceability and high performance. In 2023, the partnership was strengthened, particularly in the south of France (Mediterranean region).

In addition, Paprec works to integrate social economy structures into its projects and activities. For example, the waste electrical and electronic equipment (WEEE) recycling site in Sarcelles has forged a partnership with a nearby ESAT (organisation offering work-based support for disabled people), and has taken on several employees as a result.

Patronage and Sponsorship

"Paprec has always believed that industrial excellence can go hand-in-hand with French and international artistic excellence. These two worlds share the same values of research, innovation and experimentation..."

Isabelle Bernini, Artistic Patronage Manager

Paprec, cultural patron

Since 2010, the Group has been the main sponsor of the Opéra National de Paris ballet and Paprec is providing skills sponsorship to the Opera, helping it to manage its waste.

Paprec has supported and promoted contemporary art since its creation in 1994 and continues to develop its collection of works of art, which is present in the various head offices but also on loan (Carreau du Temple, Frac Picardie, etc.). The Group has established several partnerships with institutions and cultural players.

In line with its values of cultural openness, Paprec has contributed to a number of works, projects and exhibitions, including the Saint-Paul de Vence International Biennial, and the Précieux Déchets exhibition at the Cité des Sciences et de l'Industrie, and is working with artists on ambitious projects to be presented in 2024 at the Venice Biennial and the Autumn Festival in Paris. Paprec is also developing initiatives to raise awareness of contemporary art and support its employees through visits and cultural mediation. As a member of the Trampoline association, Paprec contributes to the visibility of the French artistic scene abroad, alongside other private establishments committed to supporting art.



Paprec, a philanthropic player

The Group and its employees support humanitarian and charitable causes through various initiatives:

- Sponsorship support for associations helping vulnerable people or those in difficulty: Ma Chance, Moi Aussi (support for children in disadvantaged neighbourhoods), Association Sœur Emmanuelle (protection of children's rights and initiatives to promote the integration of young people), JALMALV Paris Île-de-France (palliative end-of life support)
- Support for environmental associations such as France Nature Environnement (FNE) and Humanité et Biodiversité
- Support for the Comité Laïque République promoting secularism in France and Europe

Paprec, a long-standing partner of sailing and ocean racing, strengthens its commitment

For over twenty years, Paprec has supported ocean racing alongside its partner Arkéa. The all-new next-generation Imoca, built in 2022 by the Paprec Arkéa team and the result of 35,000 hours of work and 16 months of design and construction, was launched during the Transat Jacques Vabre. For this first transatlantic crossing of the "Paprec Arkéa", between Le Havre and Fort-de-France, the skipper duo Yoann Richomme and Yann Elies took second place in the race. Next up is the Vendée Globe in 2024 with talented skipper Yoann Richomme.

The Transat Paprec 2023, the first major mixed ocean race from Concarneau to St. Barts, ended with a breathtaking finale to decide between the 11 mixed duos.

As title partner of the Solitaire du Figaro 2023, Paprec is pursuing its aim of making the event more accessible to all amateur skippers, whether beginners or experienced: during this 54th edition, a third of the participants were racing for the first time.

Paprec, committed to sports sponsorship

Paprec is continuing its regional partnerships with professional and amateur sports clubs (football, handball, basketball, etc.). In 2023, Paprec continued its specific commitment to rugby, notably with ASM Auvergne.

The Group also supports its employees in local sports clubs and at sporting events.



Helping children in difficulty with Ma Chance, Moi Aussi

Paprec supports the Ma Chance, Moi Aussi association in its work with vulnerable children from families with learning difficulties in disadvantaged urban neighbourhoods. The aim is to restore equal opportunities and combat social prejudice. By the end of 2023, twelve Ma Chance, Moi Aussi establishments in the Auvergne Rhône Alpes, Île-de-France and Bretagne regions welcomed four hundred children.



CSR indicator tables

Profile and Governance

INDICATORS	UNIT	2021	2022	2023	GRI 4	Reference to Grenelle 2 Act topics - Art. R. 225-102.1 (Decree no. 2012-557)
BOARD OF DIRECTORS						
Number of Board meetings	No.	5	6	6	G4 34	
Board attendance rate	%	98%	98%	98%	G4 34	
Percentage of independent directors	%	20%	12%	12%	G4 34	
Percentage of female directors	%	18%	24%	28%	G4 34	
EXECUTIVE COMMITTEE						
Number of Executive Committee members	No.	19	19	19	G4 34	
Number of Executive Committee meetings	No.	11	11	11	G4 34	
AUDIT AND INTERNAL CONTROL						
Number of Audit Committee meetings	No.	3	3	3	G4 33	
Number of Internal Audit and Governance Committee meetings	No.	11	11	11	G4 34	
Attendance rate at Audit Committee meetings	%	100%	100%	100%	G4 33	
External audit expenses (Statutory Auditors)	€K	1,280	1,722	1,902	G4 33	
FINANCIAL INFORMATION						
Total asset value	€K	3,090,725	3,484,377	3,622,840	G4 9	Regional, economic, and social impact of the company's business
Property, plant, and equipment	€K	2,205,946	2,459,033	2,880,404	G4 9	
Consolidated turnover	€K	1,879,814	2,312,401	2,372,381*	G4 9	
Turnover per customer type					G4 9	
Local authorities	%	38%	40%	40%	G4 9	
Private companies	%	62%	60%	60%	G4 9	
Group capital expenditure	€K	164,238	224,981	253,959	G4 9	
Investment in external growth	€K	211,134	51,646	72,040	G4 9	
Investment in fire-fighting equipment	€K	4,541	8,278	8,849	G4 9	
Total Group capital expenditure	€K	375,372	276,627	331,267	G4 9	
LOCATIONS						
Total number of Paprec sites **	No.	308	344	375	G4 6	Regional, economic, and social impact of the company's business
In France	No.	294	324	344	G4 6	
In Switzerland	No.	7	7	7	G4 6	
In Spain	No.	1	5	16	G4 6	
Europe other countries (UK, Poland)	No.	3	4	4	G4 6	
Outside Europe (Azerbaijan, India, Morocco, Africa)	No.	3	4	4	G4 6	

* €2.6 billion over a full year
** Excluding minority interests

Profile and Governance

INDICATORS	UNIT	2021	2022	2023	GRI4	Reference to Grenelle 2 Act topics - Art. R. 225-102.1 (Decree no. 2012-557)
LOCATIONS (continued)						
Number of sites per type					G4 6	Regional, economic, and social impact of the company's business
Plants	No.	180	204	222	G4 6	
Sales agencies and offices	No.	21	24	27	G4 6	
Other (consolidation sites, eco-sites, plants under construction, etc.)	No.	76	86	94	G4 6	
Storage centres	No.	29	29	33	G4 6	
Types of industrial sites					G4 6	
Hazardous waste storage facilities	No.	5	5	5	G4 6	
Final waste storage centres	No.	29	29	33	G4 6	
Composting plants	No.	14	14	15	G4 6	
Energy recovery units	No.	25	27	27	G4 6	
MBT/Green waste/anaerobic digestion units	No.	10	11	11	G4 6	
WEEE recycling plants	No.	13	13	13	G4 6	
Plastic recycling plants	No.	11	11	11	G4 6	
Recycling plants for construction waste	No.	9	9	9	G4 6	
Recycling plants for waste paper, non-hazardous industrial waste, wood	No.	89	101	110	G4 6	
Confidential office paper destruction plants	No.	12	13	13	G4 6	
Selective collection sorting plants	No.	21	26	28	G4 6	
Scrap metal and metal recycling plants	No.	14	23	35	G4 6	
LOCAL ECONOMIC IMPACT						
% of direct local jobs	%	100%	100%	100%		Economic impact
INNOVATION*						
Number of hours dedicated to innovation	No.	23,370	29,098	40,494	INN 1	
R&D and innovation expenses eligible for tax credit	€K	2,187	2,406	2,750		
Research tax credit	€K	676	722	825	INN 1	

* Scope = Paprec in France

Social performance

INDICATORS	UNIT	2021	2022	2023	GRI 4	Reference to Grenelle 2 Act topics - Art. R. 225-102.1 (Decree no. 2012-557)
JOBS AND WORKFORCE						
Average annual workforce	No.	11,852	12,735	14,066	LA 1	Jobs
Breakdown per Division					LA 1	
Headquarters and Sales Offices	%	10%	9%	9%	LA 1	
Plants and others	%	90%	91%	91%	LA 1	
Breakdown of workforce per region					LA 1	
France	No.	11,522	12,162	12,716	LA 1	
Switzerland	No.	170	169	200	LA 1	
Spain	No.	3	119	850	LA 1	
Europe other countries (UK, Poland)	No.	56	70	80	LA 1	
Outside Europe (Azerbaijan, India, Morocco, Africa)	No.	25	215	220	LA 1	
Breakdown of workforce per type of contract					G4 10	
Open-ended contract	%	74%	77%	78%	G4 10	
Temporary and fixed-term contracts	%	23%	21%	19%	G4 10	
Other contract types: apprenticeships and professional contracts	%	3%	2%	3%	G4 10	
Breakdown of workforce per status					G4 10	
Executives	%	11%	14%	15%	G4 10	
Supervisors and similar staff	%	16%	17%	16%	G4 10	
Employees – blue-collar workers	%	73%	69%	69%	G4 10	
Employees by age					LA 1	
Employees under 30	%	13%	13%	14%	LA 1	
Employees aged 30 to 49	%	53%	53%	51%	LA 1	
Employees over 50	%	34%	34%	35%	LA 1	
Average age	Years	42.6	43.3	44	LA 1	
Average length of service within the group (or the entity integrated into the Paprec Group)	Years	8.9	8.8	8.4	LA 1	
CHANGES IN THE WORKFORCE						
Number of new hires per status	No.	2,031	2,111	2,879	LA 1	Jobs
Executives	No.	202	228	520	LA 1	
Supervisors and similar staff	No.	286	292	553	LA 1	
Employees – blue-collar workers	No.	1,533	1,591	1,806	LA 1	
Percentage of permanent hires	%	74%	75%	74%	LA 1	
Number of departures and breakdown by reason for departure	No.	1,339	1,589	1,548	LA 1	
Termination of trial period	%	7%	8%	5%	LA 1	
End of fixed-term or temporary contracts	%	25%	24%	25%	LA 1	
Retirements	%	7%	10%	7%	LA 1	
Redundancies	%	16%	17%	18%	LA 1	

Social performance

INDICATORS	UNIT	2021	2022	2023	GRI 4	Reference to Grenelle 2 Act topics - Art. R. 225-102.1 (Decree no. 2012-557)
EMPLOYEE RELATIONS*						
Number of collective bargaining agreements	No.	105	90	110	LA 4	Labour relations
Percentage of employees covered by these collective bargaining agreements	%	100%	100%	100%	LA 4	
Number of shop stewards	No.	49	50	50	LA 4	
Participation rate in professional elections	%	76.5%	64.2%	65.1%	LA 4	
Number of elected representatives	No.	534	532	638	LA 5	Health & Safety
HEALTH AND SAFETY AT WORK*						
Total occupational health and safety expenditure (training, equipment purchases)	€K	7,826	11,342	13,799	LA 6 & 7	Health & Safety
Workplace accident frequency rate	Rate	33.26	28.97	22.17	LA 6 & 7	
Workplace accident average frequency rate with lost working time ¹	Rate	30.5	30.5	30.5	LA 6 & 7	
Severity rate of workplace accidents	Rate	2.27	2.29	1.73	LA 6 & 7	
Workplace accident average severity rate ¹	Rate	3.2	3.2	3.2	LA 6 & 7	
Number of calendar days lost due to workplace accidents	No.	40,001	43,989	35,443	LA 6 & 7	Work organisation
Absenteeism rate	Rate	8.6	75	7.8	LA 6 & 7	
TRAINING AND SKILLS DEVELOPMENT						
Average hours of training per employee trained	No.	14.9	19.1	22	LA 9	Training
Training budget	€K	2,454	3,004	4,081	LA 9	
Total number of training hours	No.	67,162	74,390	93,273	LA 9	
including number of training hours dedicated to safety	No.	27,182	33,847	65,891	LA 9	
Number of internal promotions	No.	790	879	882	LA 10	
Including employees to supervisors and workers to supervisors	No.	95	140	106	LA 10	
Including supervisor to management	No.	23	65	47	LA 10	
Number of induction courses for new recruits	No.	496	520	598	LA 10	
Average length of induction courses for supervisors	No.	15	15	15	LA 10	
Average length of integration process for managers	No.	30	30	30	LA 10	

*Scope = Paprec in France.
1. Based on the latest CPAM data available for 2021.

Social performance

INDICATORS	UNIT	2021	2022	2023	GRI 4	Reference to Grenelle 2 Act topics - Art. R. 225-102.1 (Decree no. 2012-557)
DIVERSITY AND EQUAL OPPORTUNITIES						
Professional equality index	No.	90	90	91		Jobs
Breakdown of employees by gender					LA 1	
Men	%	80.1%	80.2%	80.0%	LA 1	
Women	%	19.9%	19.8%	20.0%	LA 1	Diversity and equal opportunities
Distribution of women by status					CLT 1	
Executives	%	18.6%	21.0%	27.9%	CLT 1	
Supervisors	%	27.0%	28.1%	22.7%	CLT 1	
Employees – blue-collar workers	%	54.4%	50.9%	49.4%	CLT 1	
Proportion of women by status					CLT 1	
Executives	%	26.7%	29.0%	32.3%	CLT 1	
Supervisors	%	33.5%	31.0%	35.2%	CLT 1	
Employees – blue-collar workers	%	13.3%	14.0%	14.2%	CLT 1	
Number of employees over 50 hired	No.	375	411	427	CLT 1	
Number of employees with disabilities hired	No.	19	15	23	CLT 1	
Number of employees with disabilities	No.	315	350	335	CLT 1	
Rate of compliance with regulated thresholds for workers with disabilities	%	66%	67%	72%	CLT 1	
Number of countries of birth of employees	No.	81	81	82	CLT 1	
Number of nationalities	No.	66	76	77	CLT 1	
SALARIES*						
Total payroll	€K	263,022	300,201	322,474	LA 1	Economic impact
Minimum gross monthly salary set by the Group	€	1,890	1,974	2,110	EC 1	
Average gross annual salary by status ²	€K	33.9	37.4	39.3	LA 1	Jobs
Executives	€K	62.8	68.5	72.0	LA 1	
Supervisors	€K	37.6	42.7	44.9	LA 1	
Employees – blue-collar workers	€K	28.4	30.5	32.0	LA 1	
Gross amount of profit-sharing per employee ³	€	1,276	1,210	1,211	LA 1	
Value-sharing bonus per employee ⁴	€	1,000	800	600	LA 1	
WORKING CONDITIONS*						
Percentage of workers on shift schedules	%	8.8%	4.7%	5.4%	LA 1	Work organisation
% of temporary workers from agencies with which we have agreements on illegal employment	%	100%	100%	100%	LA 1	

*Scope = Paprec in France
2. Excluding profit-sharing and value-sharing bonus
3. Paid for the year, for an employee present throughout the year and covered by the Group profit-sharing agreement
4. Scope of companies concerned within the limits of legal provisions

Environmental performance

INDICATORS	UNIT	2021	2022	2023	GRI 4	Reference to Grenelle 2 Act topics - Art. R. 225-102.1 (Decree no. 2012-557)
RECYCLING AND WASTE PREVENTION						
Total tonnage	K Tonnes	13,124	14,867	15,721	EN 1 & 2	Raw materials
Total mass of waste recycled	K Tonnes	8,360	8,251	8,385	EN 1 & 2	
Total mass of waste recycled in energy recovery units	K Tonnes	1,201	2,758	2,689	EN 1 & 2	
Recycling and recovery rates	%	87%	89%	88%	EN 1 & 2	
Recycling performance of our facilities						
Paper (industry average)	%	98%	98%	98%	EN 1 & 2	
Plastic	%	86%	88%	88%	EN 1 & 2	
NHIW	%	68%	68%	68%	EN 1 & 2	
Construction waste	%	76%	76%	76%	EN 1 & 2	
WEEE	%	79%	79%	79%	EN 1 & 2	
Selective collection	%	85%	85%	85%	EN 1 & 2	
Wood (industry average)	%	99%	99%	99%	EN 1 & 2	
Scrap metal (industry average)	%	99%	99%	99%	EN 1 & 2	
Metals (industry average)	%	99%	99%	99%	EN 1 & 2	
Green waste (industry average)	%	99%	99%	99%	EN 1 & 2	
ORGANIC WASTE RECOVERY						
Production of organic fertilisers	Tonnes	150,000	150,000	155,000	EN 3 & EN 4	
ENERGY						
Energy generation						
Electricity generation						
Electricity generation in waste recovery units ¹	GWh	830	895	877	EN 3 & EN 4	
Electricity generation from organic waste	GWh	15	13	14	EN 3 & EN 4	
Electricity generation in NHWSF ²	GWh	71	67	69	EN 3 & EN 4	
Heat generation						
Heat generation in waste recovery units ¹	GWh	1,430	1,579	1,940	EN 3 & EN 4	
Heat generation from organic waste recovery	GWh	3	2	4	EN 3 & EN 4	
NHWSF self-consumption heat ²	GWh	53	54	54	EN 3 & EN 4	
Injected biomethane from organic waste recovery	GWh	19	24	5	EN 3 & EN 4	
Injected biomethane produced in ISDND ²	GWh	15	15	15	EN 3 & EN 4	
Production of biogas from organic waste recovery	m³	11,940,653	12,211,676	8,459,584	EN 3 & EN 4	
Energy consumption						
Electricity	GWh	280	299	292	EN 3	
Diesel	m³	39,262	39,960	45,284	EN 3 & EN 4	
Gas	GWh	-	31	32	EN 3	

1. Energy Recovery Unit
2. Storage site for non-hazardous waste (NHWSF)

Environmental performance

INDICATORS	UNIT	2021	2022	2023	GRI 4	Reference to Grenelle 2 Act topics - Art. R. 225-102.1 (Decree no. 2012-557)
GHG FOOTPRINT						
GHG emissions generated (Scope 1 and 2 according to GHG Protocol)	tonnes CO ₂ eq	2,485,205	2,908,296	2,964,696	EN 15 & 16	Climate change
including GHG emissions linked to recycling business	tonnes CO ₂ eq	199,571	209,653	169,054	EN 15 & 16	
GHG emissions generated ³ (Scope 3 upstream according to GHG Protocol)	tonnes CO ₂ eq			169,065		
GHG emissions generated ⁴ (Scope 3 downstream according to GHG Protocol)	tonnes CO ₂ eq			2,092,474		
GHG emissions avoided	tonnes CO ₂ eq	4,905,490	6,997,469	7,100,217	EN 19	
GHG emissions avoided by recycling business	tonnes CO ₂ eq	4,427,573	6,510,336	6,590,182	EN 19	
GHG emissions avoided by energy recovery business	tonnes CO ₂ eq	477,917	479,586	448,652	EN 19	
TRANSPORT						
Number of sites connected for rail, river, or sea transport*	No.	13	16	18	EN 30	General environmental policy
Tonnage transported by river and sea (waste collection in upstream logistics and outgoing waste in downstream logistics, e.g. rubble)*	Tonnes	107,527	101,609	150,439	EN 30	
Percentage of Euro 5 and Euro 6 lorries	%	74%	78%	79%	EN 15 & 16	Climate change
ENVIRONMENTAL MANAGEMENT AND CERTIFICATION						
Budget dedicated to environmental protection	€K	12,813	14,139	16,210	EN 31	General environmental policy
Number of sites with at least one certification	No.	173	182	200	G4 15	
Number of ISO 14001-certified sites (Environment)	No.	134	144	166	G4 15	
Number of ISO 9001-certified sites (Quality)	No.	79	83	101	G4 15	
Number of ISO 45001-certified sites (Occupational Health and Safety)	No.	40	48	72	G4 15	
Number of ISO 50001-certified sites (Energy)	No.	22	25	26	G4 15	
Number of sites with triple certification	No.	22	38	58	G4 15	
Number of sites with quadruple QSEE certification (ISO 9001, 14001, 45001, 50001)	No.	6	7	9	G4 15	
% of sites with an environmental management system (ISO 14001 or equivalent)	%	76%	76%	80%	G4 15	
% of sites certified (ISO 9001 or 14001 or 45001 or 50001)	%	84%	84%	85%	G4 15	

*Scope = Paprec in France
3. Scope 3 calculated on the basis of available data and significant categories. Scope 3 Upstream includes emissions linked to Category 1 -Purchased products and services-, Category 6 -Business travel- and Category 7 -Employee commuting-. Emissions linked to Category 4 -Upstream transport and distribution- have not been included at this stage. They will be added at a later date.
4. Scope 3 calculated on the basis of available data and significant categories. Scope 3 Downstream includes emissions linked to Category 10 -Processing of products sold-. Emissions linked to Category 9 - Downstream transport and distribution- have not been included at this stage. They will be added at a later date.

Environmental performance

INDICATORS	UNIT	2021	2022	2023	GRI 4	Reference to Grenelle 2 Act topics - Art. R. 225-102.1 (Decree no. 2012-557)
ENVIRONMENTAL MANAGEMENT AND CERTIFICATION (continued)						
Number of treatment sites without any certification	No.	22	29	27	G4 15	General environmental policy
including those with the Group for less than three years	No.	9	15	7	G4 15	
Percentage of sales of raw materials from ISO 9001-certified recycling	%	100%	100%	100%	G4 15	
Percentage of ICPE* classified treatment and sorting sites	%	100%	100%	100%	G4 15	
% of ICPE* classified treatment sites subject to authorisation	%	61%	68%	68%	G4 15	
% of ICPE* classified treatment sites subject to registration	%	20%	17%	17%	G4 15	
% of ICPE* classified treatment sites subject to declaration	%	19%	15%	15%	G4 15	
Number of DREAL ICPE* visits	No.	51	90	113	G4 15	
Number of new ICPE authorisations* received	No.	14	20	24	G4 15	
Number of internal audits (ISO or regulatory)	No.	113	158	157	G4 15	
Number of letters exchanged with the administration (sent and received) *	No.	723	610	806	G4 15	

*Scope = Paprec in France

Community involvement

INDICATORS	UNIT	2021	2022	2023	GRI 4	Reference to Grenelle 2 Act topics - Art. R. 225-102.1 (Decree no. 2012-557)
SPONSORSHIP AND PATRONAGE						
Patronage and sponsorship expenditure	€K	5,108	5,831	6,912	SO 1	Relations with people or organisations interested in the company's activities
including total sports sponsorship budget	€K	3,677	4,234	5,408	SO 1	
including total patronage budget	€K	1,431	1,597	1,504	SO 1	
RESPONSIBLE PURCHASING PRACTICES*						
Social integration temporary employment expenditure*	€K	3,800	6,746	11,832	SO 1	Subcontractors and suppliers
% of temporary employment expenditure with companies involved in the agreement to combat false documents and identity theft	%	100%	100%	100%	G4 56	

*Scope = Paprec in France

Awards received

37 awards since 1994

		
<div><div>1998</div><div>ARSEG Award</div></div> <div><div>2004</div><div>INSEAD Entrepreneurship Award</div></div> <div><div>2007</div><div>Sponsora Sports Marketing Award</div></div> <div><div>2008</div><div>Plaine Commune Golden Arrow Award</div></div> <div><div>2008</div><div>IIPP Award</div></div> <div><div>2010</div><div>Private Equity Exchange Silver Award</div></div> <div><div>2010</div><div>CFNews External Growth Award</div></div> <div><div>2011</div><div>Medal of Grand Patron of Culture</div></div> <div><div>2011</div><div>Espoirs du Management Award</div></div> <div><div>2012</div><div>Papyrus Award from the Bureau of International Recycling</div></div> <div><div>2012</div><div>Entrepreneur of the Year (EY/Express)</div></div> <div><div>2013</div><div>Gold Trophy for Leaders in Finance</div></div>	<div><div>2013</div><div>CEO Awards</div></div> <div><div>2013</div><div>Diversity Award</div></div> <div><div>2014</div><div>Winner of the ESSECC Award</div></div> <div><div>2014</div><div>CSR Award</div></div> <div><div>2014</div><div>National Grand Prix for Secularism</div></div> <div><div>2014</div><div>Chaptal of the Committee of Economic Arts</div></div> <div><div>2015</div><div>European Business Awards National Champion</div></div> <div><div>2015</div><div>Geste d'Argent Award for Eco-construction - Paprec Chantiers</div></div> <div><div>2016</div><div>Global Award for Responsible Companies</div></div> <div><div>2016</div><div>Entrepreneur of the Year (BFM)</div></div> <div><div>2017</div><div>Leaders League</div></div> <div><div>2017</div><div>Best Progress Communication Award, United Nations Global Compact</div></div> <div><div>2019</div><div>European Prize for Sustainable Development</div></div>	<div><div>2019</div><div>Plaine Commune architecture award</div></div> <div><div>2020</div><div>Geste d'Or Architecture Award</div></div> <div><div>2020</div><div>Business Award France - Switzerland</div></div> <div><div>2020</div><div>Industrial Company of the Year</div></div> <div><div>2021</div><div>"Greentech and Energy" Gold Award</div></div> <div><div>2021</div><div>Environmental Transition Award</div></div> <div><div>2022</div><div>Trophées des usines regional involvement prize (Saint Barthélemy)</div></div> <div><div>2022</div><div>Compensation & Benefit Award</div></div> <div><div>2022</div><div>Marianne d'Or Sustainable Development Award</div></div> <div><div>2023</div><div>Pap'award of the Sustainable Development Initiative (Paprec Energies)</div></div> <div><div>2023</div><div>Diversity champion (Capital magazine)</div></div>

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Socio-economic footprint: EY-Sustainable Performance & Transformation.
Photo credits: cover and chapter openings: iStock/DrPAS, iStock/Vladan Milisavljevic, iStock/Brinja Schmidt, Getty Images/@2018 Hsiao Chih Chieh.
Interior photos: Edouard Mazaré, Camille Millerand, Benjamin Sellier, Gilles Rolle/Paprec Group, Altitude Drone, Sébastien Bounab, Frederic Pattou.
Design and production: Allégories Créations - allegoriescreations.com

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