

2024 CSR Report

CONTEXT

PART 1



A word from the CEO

Dear everyone,

This is the third edition of our CSR report, which I am delighted to share with you.

It demonstrates the continuity of our commitment and the clarity of our actions.

Our CSR strategy is now more assertive and is perfectly in line with the ESG trajectory supported by our partner UI Investissement.

We hope you enjoy reading it.



Eric VANBALINGHEM

CEO





PHYSITEK

Physics and technology

The Physitek Group supplies scientific measurement solutions to professionals in home inspection, recycling, safety and industry. The company's goal is to bring the instrument into the field and **make complex analytical techniques easy to use** for people who don't necessarily have a basic scientific culture. All this while meeting the challenge of being ever more precise. Initially exclusively a distributor, the Group manufactured its first portable X-ray fluorescence spectrometer for detecting lead in

paint in 2016. Prior to this date, these analyzers were supplied by mainly American manufacturers. **Since then, the company has been committed to a sustainable approach, working with local suppliers** wherever possible.

The Group has also been offering rental solutions since 2011. This model enables us to **better manage product recycling and optimize their lifespan.**

The values promoted by the Group are **professionalism, commitment, team spirit and**

ambition.

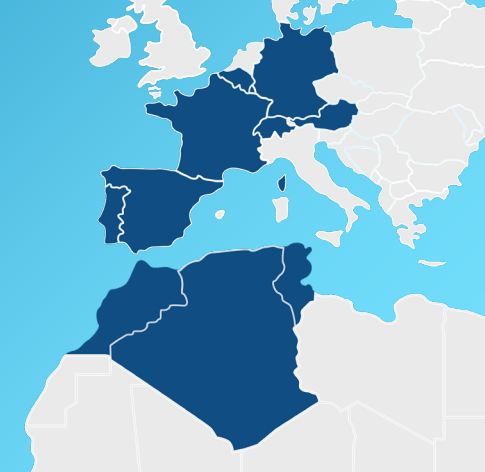
The Group's activities contribute to sustainable development, as its products are used to **prevent lead poisoning, recycle waste, control water and product quality, and protect people from chemical and explosive hazards.**



Corporate Data

The head office is located in Voisins-le-Bretonneux, France.
The Group employs staff in 2 countries: **France and Germany**.
The Group's solutions are distributed in France, Belgium, Luxembourg, Germany, Austria, Spain, Switzerland and North Africa.

- France
- Belgium
- Luxembourg
- Germany
- Austria
- Spain
- Switzerland
- North Africa



€
39.5 millions of turnover (2023)




96 coworkers



40 years of expertise





Group Ecosystem

The Group partners with various stakeholders. Internal stakeholders include employees and shareholders. External stakeholders include suppliers, customers, financial partners, local authorities and the French government.



GOVERNANCE

PART 2



Governance

The Physitek Group is guided by a management committee composed of 6 members : the CEO, the french General Manager, the german General Manager, the Administrative and Financial Director, the german Sales Director and the french Sales Director. A supervisory board ensures the smooth running of the company. It is composed of 3 members : the CEO, a representative of UI investissement and an independent administrator.

Management Committee

CEO, French General Manager, german General Manager, the Administrative and Financial Director, german Sales Director, french Sales Director

Supervisory board

CEO, a representative of UI investissement and an independent administrator





Ethics

One of the Group's core values is professionalism. This implies the utmost respect for our customers, ensuring that the information we provide is accurate, that our offer meets their needs, and that we respond to calls for tender with absolute integrity. In addition, the practice of giving gifts to facilitate sales is obviously outlawed. Managers are regularly made aware of this issue.

In 2022, **Physitek Group drew up its ethics charter** based on the key principles set out opposite.

And since July 2022, Physitek Devices has been a signatory of the **UN Global Compact**.



- **Respect Human Rights**
- **Elimination of all forms of forced and compulsory labour**
- **Elimination of discrimination in respect of employment**
- **Respect environment**
- **Act against corruption**

Ethics chart





CSR

CSR organisation at Physitek Group

- Steering by the CEO
- Strategic decisions taken by the management committee
- Operational responsibility given to the Marketing & Communication Manager.

CSR commitments

In 2022, the Group has set 4 CSR commitments by studying the 17 UN Sustainable Development Goals:

1. Ensure gender equality within the company ;
2. Consume and produce responsibly ;
3. Improve employee well-being at work ;
4. Promote lifelong learning opportunities.

The CSR strategy is presented annually to the Supervisory Board.



ENSURE GENDER EQUALITY

PART 3

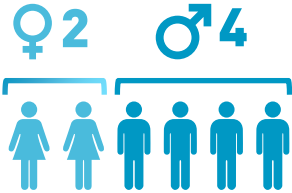
TARGET & 2023 KPI



Target for 2030

50% women in the most important operational governance body in terms of hierarchy: the CODIR.

CODIR






EMPLOYEES



MANAGERS



ACTIONS

2023 ACTIONS	STATE
INCREASING THE PROPORTION OF WOMEN ON THE BOARD	
MAINTAIN THE PROPORTION OF WOMEN MANAGERS	
RENEW GLOBAL COMPACT MEMBERSHIP	

2024 ACTIONS
MAINTAIN THE PROPORTION OF WOMEN MANAGERS
RENEWING OUR COMMITMENT TO THE UN GLOBAL COMPACT
PROMOTING WOMEN IN THE COMPANY
A RECRUITMENT POLICY THAT GUARANTEES FAIRNESS





WOMEN AT PHYSITEK

We emphasise the importance of the role of women at all levels of our company.

Their ability to organise, lead and look at issues from different angles enriches our decision-making process and stimulates innovation.

Our female employees are involved in the search for tailor-made solutions, increasing our efficiency and responding precisely to our customers' needs.

They make the day-to-day running of our business more dynamic. Their ability to organise and coordinate the many facets of our operations ensures efficiency and a harmonious working environment.

Our commitment to professional equality is reflected in **our recruitment, training and promotion policies**, which encourage the emergence of female talent in all areas and at all hierarchical levels.

In short, our female employees prove that gender balance in the workplace is not only desirable for reasons of fairness, but also beneficial for innovation and performance.

RESPONSIBLE CONSUMPTION AND PRODUCTION

PART 4

TARGET & KPI



TARGETS

- Formalising a sustainable purchasing charter
- Managing waste
- Optimising our water consumption
- Controlling our CO2 emissions

TARGET FOR 2030

- Zero waste ambition

INDICATOR	2023
ENERGY CONSUMPTION	242 MWh
SHARE OF NON-RENEWABLE ENERGY CONSUMPTION	70.66 %
QUANTITY OF HAZARDOUS WASTE	0.002 t





ACTIONS

2023 ACTIONS	STATE
ESTABLISH A SUSTAINABLE PURCHASING POLICY FOR SUPPLIERS	
DRAWING UP OUR ENVIRONMENTAL POLICY	
SPONSOR A BEEHIVE	
PROMOTING ECO-FRIENDLY PRACTICES IN THE OFFICE	
BUILDING A COMPOST AND RECYCLING OUR COMPOSTABLE WASTE	
SETTING UP A DEEE REGISTER IN FRANCE	
RECYCLE OUR OBSOLETE ADVERTISING BAGS - KITS	
COLLECTION OF OLD TELEPHONES - SENT TO ECOSYSTEM (RECYCLING OR EMMAUS)	
REPLACE PART OF THE FLEET WITH ELECTRIC OR RECHARGEABLE HYBRID VEHICLES	
CAR-SHARING SCHEME	

2024 ACTIONS
SPONSOR A BEEHIVE
PROMOTING ECO-FRIENDLY PRACTICES IN THE OFFICE
REDUCING OUR WATER CONSUMPTION
RECYCLING OUR WASTE: COMPOST - DEEE
PROMOTING CAR-SHARING, ECO-DRIVING AND OPTIMISING OUR VEHICLE FLEET
INTEGRATING ENVIRONMENTAL CRITERIA INTO OUR PURCHASING PRACTICES





SPECTROMETER RECYCLING

Each product is delivered with a notice indicating that it must be returned to the Physitek Group at the end of its life.

Lead in paint analysers must be returned to Fondis Electronic for the removal and recycling of their radioactive source.

Generally speaking, our teams carry out an analysis of the spectrometers on their return to our premises. We store reusable parts so that we can repair other equipment, and parts that are no longer usable are collected by Chimirec for recycling.





ECO-GESTURES IN THE OFFICE

- Save and sort paper,
- Turn off lights,
- use the sleep mode on electronic devices,
- move towards greener messaging,
- use heating sensibly...

These messages are regularly reiterated on our internal communication tool and adopted by all employees.



SPONSORING A BEEHIVE

Sponsoring a beehive is a concrete way of supporting the preservation of bees, pollinators that are essential to our ecosystem. With Adopt a hive, Physitek is helping to repopulate colonies of *Apis mellifica* bees and to boost the production and consumption of French honey!

A hive personalised with Physitek's name is installed and managed by a beekeeper.

The honey produced by this hive is packaged in personalised jars. Physitek receives 30 packets of melliferous seeds and 30 kg of French honey per year.

Adopte une ruche writes a quarterly newsletter to keep Physitek up to date with the latest news.



RECYCLING KAKEMONO IN SCHOOL KITS

Old, even very old, kakemonos were stored in our offices. Over the years, we have created advertising tarpaulins for use at trade shows.

Our teams innovate, our products evolve and our kakemonos become obsolete.

How do you get rid of these obsolete advertising banners without throwing them away? By turning them into kits!

To carry out this project, the ESAT in Arras transformed our tarpaulins. Disabled workers sewed the kits, which we then distributed to our colleagues.

And as we had a good stock of kits left over, we donated them to the Ennéa World association, which collects and distributes school supplies to schools in vulnerable areas.



PHONE RECYCLING

We organised a collection of obsolete telephones that were no longer being used by our employees.

The phones collected were sent to Ecosystem :

Some were carefully dismantled and recycled, allowing valuable materials to be recovered while reducing electronic waste that is harmful to the environment.

Others were resold at solidarity prices in Emmaüs shops, giving a second life to these devices while supporting a noble cause.

IMPROVE EMPLOYEE WELL-BEING

PART 5

TARGET & KPI



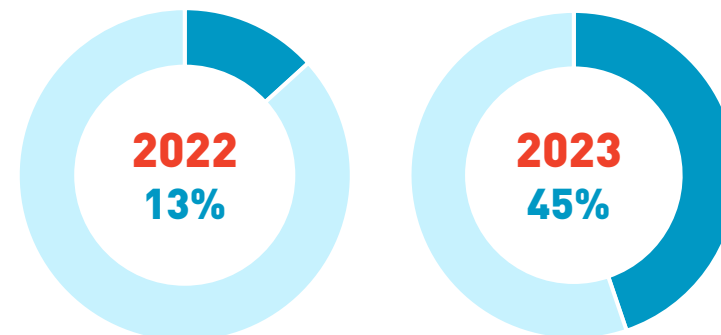
TARGET

- Increasing the sense of belonging

TARGET FOR 2030

- A well-known and recognised corporate culture

Employee shareholders



Accident at work
0

Job creation
+2

ACTIONS

2023 ACTIONS	
INTERNAL EVENTS	
SET ASIDE A SLOT IN THE CHAIRMAN'S DIARY (2 HOURS EVERY 2 MONTHS) WHERE EVERYONE CAN FREELY ASK HIM STRUCTURING QUESTIONS OR BRING UP SUBJECTS CLOSE TO THEIR HEARTS.	
INTENSIFY INTERNAL COMMUNICATION	
CONTINUE TO COMMUNICATE ON EMPLOYEES' SUCCESSES	
RENEWING INITIATIVES WITH ESAT	
RENEW GESTURES AND POSTURES WORKSHOP	
RENEWING THE SOLIDARITY RACE FOR SPECIAL OLYMPICS	
ORGANISING AN OFFICE MASSAGE DAY	
ACCESS BY NON-EXECUTIVE EMPLOYEES TO THE COMPANY'S CAPITAL	

2024 ACTIONS
ORGANISING INTERNAL EVENTS
INTENSIFY INTERNAL COMMUNICATION - ADVOCACY FOR CROSS-CUTTING COMMUNICATION
HIGHLIGHTING EMPLOYEES' SUCCESSES
PROMOTING THE DEVELOPMENT OF WORK FOR PEOPLE WITH DISABILITIES
ORGANISING WORKSHOPS ON WELL-BEING AT WORK
TAKING PART IN A SPORTING EVENT
CARRYING OUT A QVT SURVEY - IDENTIFYING AREAS FOR IMPROVEMENT





Commitment

The Group's employees are guided by the following values: team spirit, ambition, professionalism and commitment.

Particular emphasis was placed on commitment in 2023, when we changed shareholders.

We went from having 13% employee shareholders to 45%. This proportion illustrates the strong commitment of our teams to the life of the company.



Well-being and relaxation

Our company organised two workplace massage days. This event is part of our CSR strategy to promote health and well-being within our team.

The massage day offered our employees a great opportunity to relax and recharge their batteries. Professional masseurs were on hand to provide targeted massage sessions, helping to reduce stress and improve concentration.

This initiative was extremely well received. We place the well-being of our employees at the heart of our concerns. By offering them moments of relaxation and well-being, we are not only helping them to manage their daily stress better, but also cultivating a happier and healthier working environment.



Well-being and sport

Throughout the year, a number of internal events are organised for our German and French teams.

In 2023, we had the opportunity to get together for a number of sporting events:

- a solidarity race
- a cycling challenge
- an afternoon of golf.

Sport embodies our commitment to improving the health and well-being of our employees. Sport strengthens team cohesion. Bonds are forged. Sport fosters a dynamic and inclusive working environment where everyone can feel valued and supported.



Internal communication

At Physitek, we believe that employee well-being is enhanced by internal communication that is transversal rather than vertical.

This is why we seek to facilitate exchanges between all members of the company, whatever their hierarchical level.

Whether employees are on site, on the road or teleworking, in France or Germany, they have access to an internal communication tool that enables them to see all the latest company news and they can also share information.

Listening and helping each other are essential in our company. We all work in the same direction and we encourage the sharing of knowledge and skills.



ACTIONS WITH ESAT

In 2023, we renewed our initiatives with ESATs to promote the employment of people with disabilities.

- When we need a caterer, we choose Le Cercle. They treat us, do away with all disposable packaging and work with the ESAT de l'Envol.
- Our coffee supplier: Mister Bean. Roasting and packaging are carried out by an ESAT in the Yvelines.
- As they do every year, the workers at the ESAT in Trappes put up our Christmas tree.

PROMOTING LIFELONG LEARNING OPPORTUNITIES FOR LIFE

PART 6

TARGETS



TARGETS






Improving everyone's skills

Target for 2030

Formalise an internal training policy tailored to the different categories of employee



ACTIONS

2023 ACTIONS	
TRAIN EMPLOYEES	
ORGANISE IN-HOUSE WORKSHOPS	
HOSTING AND SUPPORTING TRAINEES	
PROMOTING OUR PROFESSION IN SCHOOLS	
DONATION SCHOOL SUPPLIES ENNEA	

2024 ACTIONS
TRAIN ALL CATEGORIES OF TRADE
ORGANISE INTERNAL WORKSHOPS TO SHARE OUR KNOWLEDGE
WELCOMING AND SUPPORTING STUDENTS
PROMOTING OUR PROFESSION IN SCHOOLS





DRIVING SAFETY

The safety of our employees is paramount. That's why our German sales staff have been given a day's training in safe driving.

What should I look out for when sitting in the car?
How do I brake correctly?
How do I react to sudden obstacles?
What should I do if my car suddenly bursts its tyres?
All these questions were discussed and tested.



STUDENT ORIENTATION

To promote our business, a team of analyticon ambassadors manned a stand at a forum at a technical college.

On the French side, our Technical Director conducted several interviews at a recruitment forum organised by Supalia and the French Fab.

And, as we do every year, we welcome interns and work-study students to our subsidiaries. It's an opportunity for us to showcase our business, answer questions from young people and spot future talent.

Every year, we welcome trainees from the 3rd year of secondary school, and we organise a week-long discovery of each profession.

THE END