

2023 CSR **REPORT**

CONTEXT

PART 1



A word from the CEO

Dear All,

It is with pleasure and responsibility that I write these few words as a preamble to the second edition of our CSR report. Its purpose is to provide our teams and our current and future partners with visibility and conviction.

Visibility of our approach, of the progress we've made and the new steps we've taken, of the continuity of our commitment.

Conviction about the positions we've taken, our strategy, and the significance of the decision to support us in this approach.

Enjoy your reading



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.**



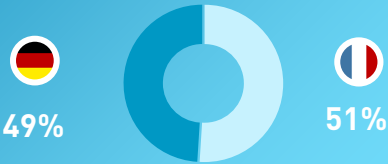
Corporate Data

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 million of turnover
(2022)**



👤
98 coworkers



★ **40 years of expertise**





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 Andera Acto 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 Andera Acto 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.



ENSURE GENDER EQUALITY

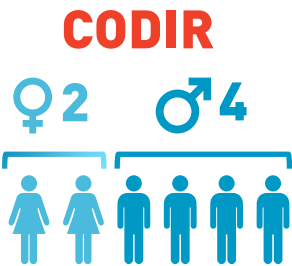
PART 3

TARGET & 2022 KPI



Target for 2030

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



EMPLOYEES



MANAGERS



ACTIONS

2022 ACTIONS	STATE
APPLYING FOR THE GLOBAL COMPACT	
PROMOTING WOMEN IN THE COMPANY	
MENTORING	

2023 ACTIONS
INCREASING THE PROPORTION OF WOMEN ON THE BOARD
MAINTAIN THE PROPORTION OF WOMEN MANAGERS
JOIN WEPS



WEPs

«The Women's Empowerment Principles (WEPs) are a set of Principles offering guidance to business on how to advance gender equality and women's empowerment in the workplace, marketplace and community.

Established by UN Global Compact and UN Women, the WEPs are informed by international labour and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality and women's empowerment.»

<https://www.weps.org/about>

CONSUMING AND PRODUCING RESPONSIBLE

PART 4

TARGET & 2022 KPI



Short-term targets










- Sustainable purchasing charter
- Reinforce recycling
- Reduce CO2 emissions

Target for 2030

- Zero waste ambition

INDICATOR	2021	2022
ELECTRICITY CONSUMPTION	146104.6 KWH	110927 KWH
RENEWABLE ENERGY CONSUMPTION	0	70855 KWH
GASOLINE CONSUMPTION	4313.73 L	8803.39 L
DIESEL CONSUMPTION	48033.12 L	45890.36 L
WATER CONSUMPTION	387 M3	349 M3
HAZARDOUS WASTE TONNAGE	0.41	0
TONNAGE OF NON-HAZARDOUS WASTE	1.92	4.72

ACTIONS

2022 ACTIONS	ETAT
INCREASE THE NUMBER OF ELECTRIC OR HYBRID VEHICLES	
SWITCHING TO ELECTRICITY FROM RENEWABLE SOURCES IN GERMANY	
ESTABLISH A SUSTAINABLE PURCHASING POLICY FOR SUPPLIERS	
INTRODUCING A VIRTUAL / PHYSICAL POLICY	
ENCOURAGE CARPOOLING	
RAISING AWARENESS OF ECO-DRIVING AMONG SALES STAFF	
REDUCE PRINTING: QR CODE BUSINESS CARD	
WORKING WITH LE CERCLE TRAITEUR FOR OUR RECEPTIONS: 0 WASTE	
RECYCLE 5 STREAMS + PAPER + INK CARTRIDGES + DEEEE	
COMMUNICATION FOR GREENER MESSAGING	
APPLYING FOR THE GLOBAL COMPACT	
FAVOR LOCAL SUPPLIERS	

2023 ACTIONS
ESTABLISH A SUSTAINABLE PURCHASING POLICY FOR SUPPLIERS
DRAFTING OUR ENVIRONMENTAL POLICY
SPONSOR A BEEHIVE - COMMIT TO BIODIVERSITY
INTERNAL COMMUNICATION FOR ENVIRONMENTAL ACTION (DEMATERIALIZED)
BUILDING A COMPOST AND RECYCLING OUR COMPOSTABLE WASTE
SETTING UP A DEEE REGISTER IN FRANCE
RECYCLE OUR OBSOLETE ADVERTISING BAGS - KITS
COLLECTION OF OLD PHONES - SENT TO ECOSYSTEM (RECYCLING OR EMMAUS)
REPLACE PART OF THE FLEET WITH ELECTRIC OR RECHARGEABLE HYBRID VEHICLES
CARPPOOLING ACTION



SPECTROMETER RECYCLING

The Group manufactures a number of products, such as FEnX. These are eco-designed to optimize their lifespan.

In addition, each product comes with a notice indicating that it must be returned to the Physitek group at the end of its life. And lead analyzers must be returned to Fondis Electronic for removal and recycling of the radioactive source.

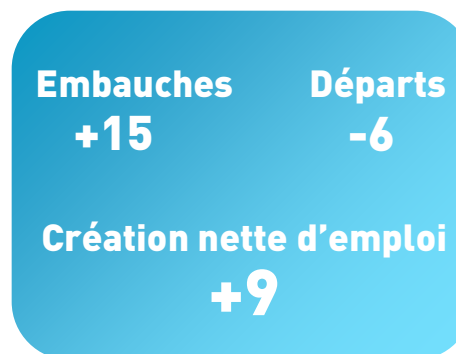
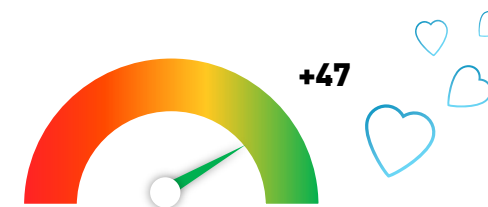


IMPROVE EMPLOYEE WELL-BEING

PART 5

TARGET & KPI

Net Ambassador Score



Short-term targets

- Définition d'une vision commune

Target for 2030

- Détenir une Culture d'entreprise connue et reconnue

ACTIONS

2022 ACTIONS	ETAT
SET UP AN INTERNAL SOCIAL NETWORK STEEPLE	✓
ORGANIZE AN EVENT TO BRING FRENCH AND GERMANS TOGETHER	✓
COMMUNICATE INTERNALLY ON THE SUCCESSES OF COMPANY EMPLOYEES	✓
ORGANIZE DEMO DAYS TO SHOWCASE EMPLOYEES' WORK	✗
RENEW ACTIONS WITH ESAT - ATELIER TERRARIUM	✓
RENEW THE SOLIDARITY RUN CHALLENGE WITH SPECIAL OLYMPICS	✓
INSPIRATIONAL SPEAKER	✗
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.	✗

2023 ACTIONS
INTERNAL EVENTS (AFTERWORKS - MID-YEAR - END-OF-YEAR)
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 EMPLOYEE SUCCESSES
RENEWING ACTIONS WITH ESAT
RENEW GESTURES AND POSTURES WORKSHOP
RENEW THE SOLIDARITY RACE FOR SPECIAL OLYMPICS
ORGANIZING AN OFFICE MASSAGE DAY



Focus

To improve employee commitment, we focused on :

- The meaning given to each person's work;
- Recognition ;
- Autonomy ;
- Skills development;
- A social environment where employees can exchange ideas outside work.

Our net ambassador score has risen from 27.03% in 2021 to 47% in 2022.

We have modernized our internal communications, in particular by setting up a Group-wide internal social network. We were able to organize our 1st France-Germany meeting. Occasional events are also organized to bind teams together, such as a terrarium workshop run by the "ESAT" (Employment assistance establishment) in Trappes.



PROMOTING LIFELONG LEARNING OPPORTUNITIES

PART 6

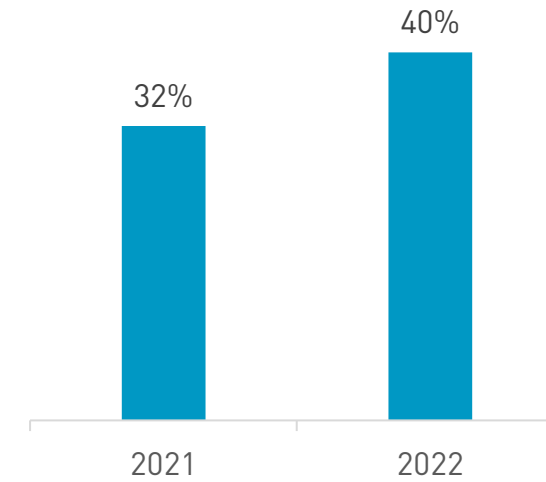
TARGET & KPI



Short-term targets

- Improving everyone's skills
- **Target for 2030**
- Formalize an internal training policy adapted to the different categories of employees

EMPLOYEES TRAINED



ACTIONS

2022 ACTIONS	STATE
IDENTIFY AND GET INVOLVED IN A RELEVANT ASSOCIATION QUALITY EDUCATION	
MORE SUPPORT FOR COMPANY TRAINEES AND APPRENTICES	
COMMITTED TO HELPING STUDENTS FIND THEIR BEARINGS	
ORGANIZE IN-HOUSE WORKSHOPS	
DRIVING SAFETY WORKSHOP	
DONATION ASSOCIATION ENFANCE MAJUSCULE	

2023 ACTIONS
TRAIN MANAGERS
ORGANIZE IN-HOUSE WORKSHOPS
HOSTING AND ACCOMPANYING TRAINEES
PROMOTING OUR PROFESSION IN SCHOOLS
ASSOCIATION ECOLE 2ND CHANCE
DONATION ASSOCIATION ENFANCE MAJUSCULE
DONATION SCHOOL SUPPLIES ENNEA



DRIVING SAFETY WORKSHOP

In France, a driving safety day was organized with the Vanberg company. A trainer came on site and reminded people of the important safety instructions for each trip. This was made possible by virtual reality. The sales teams travel throughout France, Belgium and Luxembourg. It was important to remind them of good practices.



THE END