

LALIQUE GROUP

ESG REPORT 2023



ESG Report

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Innovation within tradition: Lalique Group's sustainable future



Silvio Denz
Executive Chairman
of the Board of Directors



Nina Müller
Chief Executive Officer

Lalique Group embodies a commitment to sustainability and societal well-being, highlighted by its achievements in offering equitable employment, innovating within the luxury goods market to ensure consumer safety, and contributing to the shaping of a sustainable future in a rapidly evolving global landscape.

Dear stakeholders

As newly appointed CEO of Lalique Group, I am pleased to present our 2023 ESG Report. This document reflects our journey towards sustainability, deeply inspired by our heritage in the heartlands of Alsace. This region is not only the cradle of our craftsmanship but also the driving force behind our commitment to sustainability. It has significantly contributed to our enduring legacy where we take pride in our tradition of training numerous young artisans, ensuring the preservation and continuation of invaluable craftsmanship. Equally integrated in the regions of Bordeaux, Ury, and Glenturret, our essence is intertwined with the local communities and their age-old traditions. We are committed to preserving these rich legacies while nurturing innovation. By honoring our roots and valuing our workforce, we ensure the enduring beauty and integrity of our practices for future generations.

Our commitment to sustainable luxury is reflected in the integration of sustainability into every aspect of our operations. Guided by the United Nations Sustainable Development Goals, we have adopted a focused approach towards efficient resource use, waste reduction, and the mitigation of our environmental footprint. This journey is enriched by our global mindset and the challenge of managing a diverse portfolio across 15 brands in sectors ranging from perfumes and cosmetics to crystal glass, jewellery, hospitality, gastronomy, and wine and spirits.

Diversity is the cornerstone of our ethos, inspiring innovation and improving our effectiveness. Collaborating with colleagues from a multitude of backgrounds enriches our mission, providing unique insights that

propel our sustainability efforts. This rich tapestry of perspectives is not just vital for our company's progress; it also fosters a culture of inclusivity and broad-mindedness.

Central to our strategy is the development of products and processes that not only meet our high standards of excellence but also align to our ethical, environmental, and social responsibilities. We are steadfast in our commitment to upholding transparency in our supply chain, ensuring that our sourcing and production practices adhere to the highest ethical standards. In addition to our operational focus, we prioritize the well-being and development of our employees and the broader communities we engage with. Our goal is to foster a nurturing and inclusive environment where every individual is empowered and encouraged to prioritize their personal development, health, and safety. This supportive culture is vital for fostering a sense of belonging and driving our collective growth.

As we look to the future, we acknowledge that our journey towards sustainability is continuous. We are dedicated to refining our practices, reducing our impact on the environment, and contributing to a sustainable future.

Sincerely



Nina Müller
Chief Executive Officer

Mission, vision and values

Lalique Group—a leading name in luxury

The company specialises in the creation, development, marketing, and global distribution of luxury products. The brand portfolio includes eleven well established brands in the perfume, cosmetics, crystal, hospitality and gastronomy, and jewellery sectors as well as in the fine wine and spirits industry.

Headquartered in Zurich, Switzerland, the Group employs around 810 staff (FTE) and operates two production sites in France as well as one whisky distillery in Scotland, while its products are marketed globally through an international distribution network. The Lalique brand, from which the Group derives its name, was created in Paris in 1888 by the master glassmaker and jewellery designer René Lalique. The registered shares of Lalique Group SA (LLQ) are listed on the SIX Swiss Exchange.

*Lalique Group's **mission** is to pave the way with respect and dedication, to act as a reliable and professional business partner and always ensure the highest quality and integrity in everything the company does. Lalique is committed to continually striving for excellence of design, product, service and quality and will always go the extra mile for its customers and stakeholder network to achieve the company's goals.*

*Fulfilling and exceeding the wishes and dreams of our sophisticated clientele is Lalique Group's **vision**.*

*Lalique Group's five corporate **values** are the heart and soul of the company. Every day our teams embrace and embody them as they work with business partners, customers and other stakeholders. These values represent the things that are important to us and guide our actions at every turn:*

Excellence

Achieving excellence is both an aspiration and a promise

Creativity

Pushing boundaries by creating products and providing services that reflect exceptional quality and luxury

Reliability

Being trustworthy and ethical and treating employees, business partners, customers and other stakeholders fairly and with respect

Passion

Creating a unique and exceptional product and service experience and striving for the highest levels of customer experience and satisfaction

Sustainability

Acting responsibly and aiming to reduce our impact on people and the planet in everything we do and wherever we operate

Our value chain excellence:

A holistic approach to sustainability

The value chain is a meticulous orchestration of processes that enhance both the perceived value of Lalique Group's luxury brands and its commitment to sustainability. The company's value chain is end-to-end from sourcing, manufacturing, logistics and supply chain, distribution channels, use, product returns and repair, end-of life and recycling and where possible embracing the circular economy by reusing materials and minimizing food waste by further processing food.



Research and Development (R&D): This involves the exploration of new designs, materials and production methods that align with the brands' commitment to luxury and environmental responsibility.



Sourcing: High-quality raw materials are essential to the manufacturing of Lalique Group's luxury products and maintaining its eco-friendly reputation. The group prioritizes recycled packaging materials whenever feasible.

In addition, the Group cultivates partnerships with high-end brands with the same reputation for outstanding quality.



Manufacturing: The production process is a blend of traditional craftsmanship, precision, and modern technology, ensuring that each product reflects the brand's signature style and high quality. The Group focuses on sustainability through its use of recyclable and recycled materials in the production process.



Logistics and supply chain Efficient logistics and ethical supply chain management are critical to ensuring timely delivery and maintaining product quality. This includes the safe transportation of raw materials to production sites and finished products to various distribution channels.



Distribution channels: Lalique Group's products are sold through various retail and wholesale channels, including exclusive boutiques, high-end department stores and online platforms.



Use: The use phase refers to the customer's experience with the product. Lalique Group's commitment to quality and design excellence aims to ensure customer satisfaction and brand loyalty.



Repair or product return: Lalique Group offers after-sale repair services whenever possible. This service is part of the company's commitment to product longevity and sustainability. By offering repairs, the Group can extend the life of its luxury products, allowing them to be enjoyed for longer and reducing the need for replacements, in line with environmentally responsible practices.



End of life and recycling: At the end of a product's life, Lalique Group focuses on responsible disposal and recycling wherever possible. This approach minimizes environmental impact and conforms to sustainable practice regarding luxury goods.

Overall, Lalique Group's value chain is structured to create and maintain the high value and prestige of its brands and products from conception to end-of-life, ensuring each stage contributes to the brand's luxury image and commitment to sustainability.

This detailed integration across the various product lines demonstrates Lalique Group's commitment to luxury, quality, sustainability and customer satisfaction at every stage of the value chain, enhancing the overall value and reputation of the brand.



Research and development (R&D)

Luxury goods
Developing innovative designs and techniques for crystal, jewellery and decorative items that emphasise artistry and exclusivity.

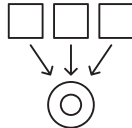
Fragrances
Creating unique fragrance compositions, focusing on olfactory research, innovative fragrance profiles and elegant bottle design.

Hospitality
Enhancing luxury accommodation and dining experiences, developing unique service offerings and specific guest engagement strategies.

Whisky
Experimenting with whisky production techniques, researching maturation processes, cask selection and flavour development.

Sun care
Formulating advanced sun protection products, incorporating the latest dermatological research, UV protection technology and skin care benefits.

Wine
Leveraging a 400-year history in viticulture, with continuous quality research and support from the University of Bordeaux for advanced viticultural experiments.



Sourcing

Luxury goods
Sourcing the finest materials such as crystal, precious metals and rare gemstones, ensuring ethical and sustainable sourcing.

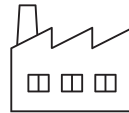
Fragrances
Sourcing premium fragrance oils, natural ingredients and sustainable packaging materials as well as synthetic accords.

Hospitality
Selecting class suppliers for luxury amenities, gourmet food ingredients and interior design items, ensuring top quality.

Whisky
Sourcing quality cereals and natural water supplies and selecting the best yeast for whisky fermentation.

Sun care
Sourcing safe and effective sun protection ingredients, including non-controversial broad-spectrum UV filters, antioxidants and skin nourishing components.

Wine
Exclusive use of the best grapes from CLP's own vineyards, ensuring complete control over the production process for highest quality wine.



Manufacturing

Luxury goods
Employing skilled artisans and using advanced technology for precision manufacturing, maintaining high standards of quality and craftsmanship.

Fragrances
Overseeing the meticulous blending, aging and bottling processes in state-of-the-art facilities.

Hospitality
Designing and creating luxurious accommodation, including the layout of rooms and restaurants, providing amenities and a high standard of service to guests.

Whisky
Managing the distillation process, controlling fermentation and maturation and ensuring the quality of the whisky through the various stages of production.

Sun care
Producing sunscreen products in a controlled environment, ensuring consistency, stability and compliance with health and safety standards.

Wine
Combining modern technology with traditional methods like ploughing with horses in vineyard cultivation and wine-making processes.



Logistics and supply chain

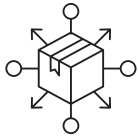
Luxury goods and fragrances
Managing the distribution network to ensure timely and reliable delivery to retail stores, boutiques and online platforms while maintaining product integrity.

Hospitality
Streamlining supply chain operations for hotel and restaurant management, including regular replenishment, maintenance and guest services.

Whisky
Coordinating whisky distribution, handling, storage and transport to various markets, maintaining quality in transit.

Sun care
Efficient distribution of sun care products to retailers, pharmacies and e-commerce platforms, managing inventory to meet demand while ensuring product freshness.

Wine
In-house management of labelling and boxing, with temperature-controlled shipping from warehouses to ensure consistent quality to all customers, near and far.



Distribution channels

Luxury goods and fragrances
Utilizing a mix of exclusive boutiques, luxury department stores, recognized fragrance/beauty chains and online platforms to reach a diverse customer base, focusing on brand positioning and customer experience.

Hospitality
Utilizing direct marketing, online reservation systems and partnerships to promote hotel and restaurant services with the aim of attracting a luxury clientele.

Whisky
Marketing the whisky through off-trade, tasting events, online sales and exclusive partnerships, emphasizing the brand's heritage and quality.

Sun care
Leveraging pharmacies, beauty stores, online channels and dermatology clinics to reach a broad consumer base, highlighting the product's efficacy and skin health benefits.

Wine
Supplying a range of wines and vintages to individual customers, wine merchants, restaurants, and large distribution chains both in France and internationally.



Use

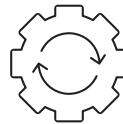
Luxury goods and fragrances
Ensuring customers enjoy the luxury and quality of these products in their daily lives, focusing on creating an emotional connection with the brand.

Hospitality
Providing guests with memorable luxury dining and accommodation as well as tourism experiences, focusing on personalized service, exclusivity and comfort.

Whisky
Offering consumers a unique tasting experience, promoting responsible drinking and an appreciation of the craft behind whisky production.

Sun care
Providing consumers with effective sun protection, enhancing their skin care routine and promoting the daily of sun protection.

Wine
Providing consumers with unique, high-quality Sauternes wines, guaranteeing quality tastings and advocating for responsible consumption.



Repair or product return

Luxury goods
Offering repair services for products such as crystalware and jewellery to increase product longevity and maintain customer satisfaction.

Fragrances
Managing returns or exchanges for any quality issues, ensuring customer satisfaction and brand confidence.

Hospitality
Promptly addressing any service-related concerns during the guest's stay to maintain high standards of customer satisfaction and loyalty.

Whisky
Managing any product-related issues, including queries about whisky quality or packaging. Customer inquiries and feedback are important for maintaining our brand reputation and trust.

Sun care
Handling product-related queries and returns, emphasizing customer care and satisfaction, ensuring product efficacy and safety.

Wine
A proactive quality service team addressing customer feedback and returns, emphasizing consumer safety and satisfaction.



End of life and recycling

Luxury goods
Promoting responsible disposal and recycling of products where possible, minimizing environmental impact.

Fragrances
Implementing sustainable packaging practices, focusing on recyclable materials and reducing environmental footprint.

Hospitality
Adopting sustainable practices in waste management, energy conservation and recycling in hotel operations, using long-term items with a long life cycle.

Whisky
Emphasizing sustainable practices in production and disposal. This includes responsible management of waste products from the distillation process and efforts to minimize the environmental impact of packaging materials.

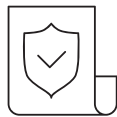
Sun care
Prioritizing eco-friendly packaging, promoting responsible disposal and exploring recycling initiatives.

Wine
Commitment to eco-responsible practices with a focus on recyclable glass and cardboard packaging, aligning with the company's "High Environmental Value" certification.

Our approach to sustainability and our sustainability strategy

Sustainability is embedded in Lalique Group’s corporate and business strategy. The company attaches importance to ethical practices, operating responsibly

and in accordance with human rights. By doing so the company consistently delivers positive results for its stakeholders and has become a role model for the luxury goods industry. The cornerstones of the sustainability strategy comprise:



Products, manufacturing and sourcing

The emphasis is on sourcing and producing environmentally friendly products without health and safety risks for the company’s workforce and customers.



Community and employee commitments

Lalique Group focuses on providing fair working conditions, a healthy & safe working environment, respecting the human rights, as well as fostering employee training and development ans is contributing to local communities’ development.



Caring for the environment

Lalique Group is safeguarding the environment by minimizing emissions, managing waste and reducing the use of materials, energy and water and introducing measures that contribute to the circular economy.

Lalique Group’s sustainability strategy is aligned with the United Nations Sustainability Development Goals (SDGs) . The Group has reinforced the understanding of its priorities in these areas and initiated measures to improve its environmental and social impact. The Group has set itself the goal of continuously developing its sustainability strategy along the entire value

chain and is committed to contributing to a sustainable future. This also includes setting quantifiable and measurable targets, focusing on collaborations with business partners that share the same values, and continuing to integrate sustainability into the company’s corporate culture and product innovation pathway.



Our sustainability governance structure

Establishing a robust ESG governance structure is crucial for ensuring sustainable business practices and meeting stakeholder expectations.

At our local manufacturing sites in France and Scotland we have appointed local ESG managers or coordinators to address specific market and local operational needs. These individuals ensure that ESG practices are tailored to the unique environmental and social considerations of each location.

Regular reviews and updates to the governance framework will be established to adapt to changing circumstances and emerging ESG trends and regulations.

Our risk management approach

Lalique Group fosters a culture of seizing opportunities and entrepreneurship, balanced by risk management. The company is committed to implementing appropriate controls, processes and strategies to identify, assess and manage risks associated with its activities in order to prevent or minimize the impact of unexpected events on the business and the company's ability to create long-term value for stakeholders.

The company's risk assessment and management strategy is embedded in a comprehensive internal control framework based on the Group's internal control system (ICS). Risk assessments are conducted annually and documented in the system. The Group CEO is also the Chief Risk Officer (CRO) and is responsible for the Group's risk plan. The Board of Directors is ultimately responsible for the risk management of the company. The Executive Management team of each business division is tasked with implementing the system consistently and appropriately.

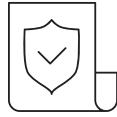
The risk management process involves:

- A structured procedure for identifying and analysing risks on a scale of 1–4 for probability and 1–4 for severity, assessing risks and opportunities for the Group, and developing a catalogue of appropriate measures to address relevant risks for each of the company's main businesses engaged in the business with crystal, perfume, wine & spirits, and sun care.
- Ongoing and systematic monitoring of business risks identified as relevant across all segments and levels of the Group.
- Regular reporting to the Board of Directors on key findings from the risk analysis and measures taken to address relevant risks, supported by executive management and documented in risk mapping for each of the Group's four main businesses: crystal, perfumes, wine & spirits, and sun care.
- The Audit Committee and the Board of Directors being periodically informed by executive management about significant changes in risk identification, analysis, assessment, and the effectiveness of measures taken to address risks, to achieve the target status.
- Lalique Group considering all operational risks relevant to the Group in the risk assessment, including financial, technical, legal, environmental and market-specific risks.

In the recent risk assessment, the following risks were identified as the key topics to help shape the company's ESG objectives and to optimize the impact on non-financial matters:

DIVISION	MATERIAL RISK	RISK CATEGORY	DESCRIPTION AND MITIGATION
CRYSTAL GLASS	Lead oxide ban	Regulatory and compliance risk	Regulatory risk of lead oxin ban: The anticipated 2028 regulation banning lead oxid in glass composition poses a significant regulatory risk as glass without lead oxid is more difficult to shape once cooled. A task force has been established at the factory to test new formulations to mitigate the risk.
	Glass workshop	Health and safety risk	Participation in the workshop for inexperienced and new workers. On-site training and monitoring by site management are implemented.
	Recruitment and retention of skilled glassworkers	Operational risk	Shortage of skilled glassworkers Collaborations with specialized glass craftsmanship schools have been initiated to proactively engage with talented graduate trainees.
	Water treatment station	Operational and environmental risk	Renewal of water treatment station in 2024.
PERFUME	ATEX/SEVESO compliance	Regulatory and compliance risk	Non-compliance poses significant threats to safety which could result in accidents.
WINE & SPIRITS	Governmental restrictions on alcohol use	Regulatory and compliance risk, product risk	Increasing frequency of government audits and implementation of audit findings.
	Extreme heat/freeze and drought	Environmental risk, product risk	Weather conditions could impact the harvest and production volumes.
SUN CARE	Regulatory changes regarding the use of certain ingredients	Regulatory and compliance risk, product risk	Research and development for alternative formulations and/or alternative ingredients.





Products, manufacturing, and sourcing

Customer health and safety and product quality

The integrity of Lalique Group's products and the health and safety of customers are paramount. Products are developed and maintained on the market with customer safety and efficacy in mind. This is supported by a state-of-the-art cosmetic goods manufacturing management system according to ISO 22716 to assess the safety and quality of Lalique's perfume products. A similar standard applies for the manufacturing partner of Lalique's Group superior sun protection range Ultrasun for sensitive skin.

In the company's R&D and new product development process, the focus is on maximizing the use of natural ingredients, materials and renewable sources in the fragrance compositions.

When developing new business areas, innovative product lines or products, adopting a circular economy approach is becoming increasingly relevant to ensure that sustainability is embedded in the R&D process of the group's luxury brand portfolio.

Since 2022, Lalique's fragrances lines have been vegan, eliminating the use of animal-derived ingredients. However, the availability of alternative materials is limited and requires innovative and creative formulations for new fragrances.

In 2023, the company launched the Lalique Encre Indigo fragrance line featuring ethically sourced natural oils and demonstrating its commitment to responsible sourcing.

The company's superior sun protection brand Ultrasun for sensitive skin achieved Ecocert COSMOS certification in 2023. The COSMOS certification guarantees environmentally responsible production and manufacturing processes designed to protect human health. Brand owners can apply for the certification allowing them to label their products as an organic and natural product. The palm oils used for the Ultrasun product line are sourced in compliance with global standards and multi-stakeholder governance and are certified by the Roundtable on Sustainable Palm Oil (RSPO).



The packaging of Lalique Group's luxury goods is an important element of its product and customer experience. The company uses Forest Stewardship Council certified paper for the folding boxes and package labelling features icons informing consumers about the use of natural origin fragrances, vegan formulations, and plant-derived alcohol. This allows Lalique Group customers to make an educated choice of goods in keeping with their personal values regarding sustainability and the environment.

Product labels and memberships

Lalique Group is committed to complying with and supporting standards and specific labels established by various organizations and institutions, such as:



PARTNERSHIP	DESCRIPTION AND PURPOSE	RELEVANCE
	<p>The EcoSun Pass is a tool used to evaluate the environmental impact of sunscreen products. To achieve the certification, the combination of sun filters in a product has to comply with specific parameters in a calculation designed to ensure minimal harm to the ocean environment. The EcoSun Pass allows transparent evaluation of eight different parameters, from biodegradability and aquatic toxicity to potential endocrine disruption. To earn the EcoSun Pass, sunscreens must be reef-friendly, containing only a minimal amount of chemicals with the potential to damage coral reefs and other marine life.</p>	<p>Ultrasun's product line for sensitive skin types was the first brand worldwide to be awarded the EcoSun Pass label. The label is valid for all products of the Sensitive line, ensuring that these products offer particularly eco-friendly sunscreen protection.</p>
	<p>The International Fragrance Association (IFRA) is the global representative body of the fragrance industry. It seeks to represent the collective interests of the industry and promote the safe use of fragrances through regulation. In 2020, in response to the ongoing and increasing focus on sustainability in the beauty and fragrance sectors, IFRA, in association with the International Organization of the Flavor Industry (IOFI), launched the "IFRA-IOFI Sustainability Charter".</p>	<p>Lalique Group relies on fair and workable regulation that fosters the safe use and enjoyment of fragrances in accordance with IFRA guidelines. These stipulate that no products or ingredients may be tested on animals and no natural ingredients of animal origin used in the formulation of perfumes and sunscreens. Animal by-products customarily employed by the industry—of which beeswax is one example—are exempted from this rule for the time being.</p> <p>In particular, Lalique Group's recently launched perfume lines are free from artificial colouring, vegan and cruelty-free. The alcohol used is also natural, vegan and manufactured in France from agricultural ingredients such as beetroot and wheat. It contains no genetically modified organisms (GMOs).</p>
	<p>Natrue is a Brussels-based international non-profit association committed to promoting and protecting natural and organic cosmetics worldwide. Founded in 2007, the association provides a home for all true friends of natural and organic cosmetics.</p>	<p>At the end of 2022, all production batches of the Ultrasun Mineral line were Natrue-certified. As of 2023, the Natrue label was replaced by Cosmos certification.</p>
 <p>ALLERGIEZENTRUM SCHWEIZ CENTRE D'ALLERGIE SUISSE CENTRO ALLERGIE SVIZZERA</p>	<p>aha! Allergy Centre Switzerland is a non-profit foundation. As a nationwide umbrella and patient organization, it aims to support people who suffer from allergies, asthma, neurodermatitis (atopic dermatitis) or intolerances.</p>	<p>Ultrasun Sensitive products and the Ultrasun Mineral line are aha! certified.</p>

PARTNERSHIP	DESCRIPTION AND PURPOSE	RELEVANCE
	<p>The FSC® (Forest Stewardship Council) is an international non-governmental organization dedicated to the promotion of responsible forest management worldwide. FSC®-certified products are made from raw materials from well-managed forests and responsible sources. The label's traceability and integrity are upheld through stringent control measures, and by choosing FSC®-certified products, you help take care of forests and the people and wildlife that call them home.</p>	<p>Lalique Group uses FSC paper for folding boxes wherever possible.</p>
	<p>The Roundtable on Sustainable Palm Oil (RSPO) is an NGO established in 2004 with the objective of promoting the growth and use of sustainable palm oil products through global standards and multi-stakeholder governance.</p>	<p>For Ultrasun products, 13 out of 15 palm oil ingredients are currently RSPO-certified.</p>

Sustainable manufacturing

Lalique Group operates two manufacturing sites in France with a perfume filling and logistics centre in Ury, Seine-et-Marne, and a crystal glass factory in Wingen-sur-Moder, Alsace. Its well-known luxury single malt whisky brand The Glenturret is distilled at the company's site in Crieff, Scotland.

For the manufacturing of the luxury jewellery product portfolio and the sunscreen line Ultrasun, the Group partners with specialized and well-established jewellery and full-service cosmetic goods contractual manufacturers.

The company-owned plants as well as the facilities of external manufacturing partners not only adhere to the highest standards of quality and environmentally responsible practices but also contribute positively to the local communities and economies in France, Scotland and Switzerland. For more information on the company's certification to and compliance with industry relevant standards, please see the chapter on caring for the environment, on p. 83 and the site overview on p. 85.

Responsible and ethical supply chain management

Lalique Group's supply chain has an international footprint and spans our suppliers, production facilities, fulfilment and distribution centre, headquarters, boutique network, foreign subsidiaries, hotels and restaurants. The majority of the company's suppliers are based within the European Union. The risk of corruption and bribery therefore appears to be relatively low. The procurement department pursues a multiple sourcing strategy for key materials and ingredients. In addition, the company collaborates with renowned suppliers and partners, which themselves conform fully with sustainability requirements.

Lalique Group requires external business partners and suppliers to comply with provisions laid out in the Supplier Code of Conduct of the local manufacturing sites. These include compliance with laws and regulations, ethical business practices, fair and safe working conditions and environmental protection. Going forward, the company is considering a more centralized approach to sustainability, with a framework and governance structure which could result in a single overarching code of conduct for Group suppliers.

In crafting the company's jewellery collections, Lalique Group prioritizes the procurement of premium-grade materials, specifically sourcing sterling silver (Ag925) and opting for gold-plated finishes. It is important to note that within the material selection, gold-plated components are not classified as precious substances. The silver-based jewellery pieces are meticulously designed using these valuable elements, albeit in modest quantities, underscoring our commitment to quality and sustainability.

In alignment with the Swiss Ordinance on Due Diligence and Transparency concerning Minerals and Metals derived from conflict-impacted regions and instances of child labour, which took effect on 1 January 2022, Lalique Group has conducted a thorough examination of its material utilization. This review has affirmed the Group's compliance with the law, as the scope of critical metals employed in our production processes does not the threshold of significance outlined in the ordinance. Consequently, this legislation does not directly impact our operations.

Lalique Group maintains a steadfast stance against child labour, underpinned by a diligent risk assessment framework. Internal investigations and due diligence practices have provided no indication nor evidence to suggest any association of the company's products and services with child labour. Lalique Group is dedicated to upholding the highest ethical standards in its business operations, ensuring that its contributions to the world of luxury and design are conducted with integrity and respect for human rights.





Community and employee commitments

Occupational health, safety and well-being

Employee health and safety is a top priority for Lalique Group and its manufacturing sites. The company strives for zero work-related accidents. Its approach therefore focuses on prevention through specific training and awareness programmes. Occupational safety manuals are maintained and regularly updated to reflect the latest occupational health and safety regulations locally.

All employees at the production sites—and particularly those newly recruited—are introduced to all relevant safety measures and regularly receive further on-the-job training in health and safety matters. These training courses encompass professional prevention account training, fire evacuation drills, safe use of equipment such as overhead crane, forklift and stacker, top-up training for designated first-aiders and chemical safety training for employees exposed to chemicals.

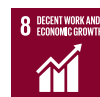
Employees at all production sites are provided with the necessary safety gear, work and safety clothing, ear protectors and ergonomic work benches and equipment.

To support the well-being of employees at the company's manufacturing sites and to avoid muscle strain and back issues, further ergonomic workplaces are being installed on an ongoing basis. Lalique Group is collaborating with the Occupational Health Service SMIT in France, ensuring that workplace practices align with the highest standards of occupational health and safety.

Employee recruitment, retention and development

Lalique Group is committed to offering a well-organized working and employment environment supported by an attractive compensation and benefits programme aligned to relevant industry standards. Employee engagement and an open dialogue are essential in order to get feedback and gain insight into how to continuously improve and to live the company's culture.

Staff turnover rates are monitored, exit interviews are conducted and annual development and performance interviews are held.



Talent acquisition and development

Subject expertise, specialized skills and capabilities are key success factors for high-quality crystalware craftsmanship. This sort of talent is scarce and difficult to recruit. Lalique Group offers a wide range of apprenticeships with temporary or permanent contracts. The internship programme aims to teach and pass on the highly specialized know-how required for handcrafting crystalware. Seven Lalique Group artisans bear the prestigious title “Meilleur Ouvrier de France” (Best Craftsman of France) in recognition of their exceptional skills in glass manufacturing

At the perfume filling and distribution centre in France, the local management has appointed a disability representative and two advisors to deal with cases of moral and sexual harassment, reflecting the company’s commitment to addressing various aspects of diversity and ensuring a safe and respectful workplace for all employees. Creating a diverse and inclusive workspace goes beyond the implementation of a Code of Conduct and policies: it is about fostering a culture that values and respects individual differences.

Diversity, inclusion, and equity

As stated in the company’s Code of Conduct released in 2023, Lalique Group does not tolerate discrimination against people based on their gender, ethnicity, race, age, religion, nationality or sexual orientation. The Code of Conduct requires all employees to act ethically and to always uphold human rights. Anti-harassment courses are an integral part of the company’s training programme and commitment to maintaining a respectful and harassment-free workplace.

810

Total number
of FTEs

21.23

Training hours
per employee

11

Male Executive Board
members






4

Female Executive Board
members

Community commitment

Giving back is a topic of increasing importance in an unsettled world. Lalique Group’s charitable and social engagement programmes around the world are an important aspect of the company’s culture.

Main initiatives and projects supported and sponsored by Lalique Group in 2023:

PARTNERSHIP	REACH	STATUS
 International Centre™ FOR MISSING & EXPLOITED CHILDREN	Switzerland	Lalique Group supports the International Centre for Missing & Exploited Children. Ongoing since 2022.
 look good feel better	Switzerland	Lalique Group supports the Look Good Feel Better foundation. Ongoing since 2021.
 Advantage Africa <i>pathways out of poverty</i>	Africa	Ultrasun UK supports Advantage Africa and donates significant quantities of high-quality sun protection products, supporting the lives of people with albinism. Ongoing since 2016.
 Crieff foodbank	Crieff/Scotland	Glenturret’s employees raise money and donate toys to those in need. Ongoing since 2022.
 PINK RIBBON SCHWEIZ	Switzerland	Ultrasun supports national charity walks and yoga events, donating sun protection samples to all participants. Ongoing since 2017.







Caring for the environment

Our ambitions

Lalique Group is safeguarding the environment by minimizing carbon emissions, managing waste and reducing the use of materials, ingredients, energy and water. Where possible, the company supports the transition from a linear to a more circular economy by extending the life of its products, reusing materials, packaging and food waste.

Climate change

Climate change is a major global issue, and the company, in particular its manufacturing footprint in France and Scotland, has aligned its mitigation efforts with the climate change agenda of the Paris Agreement by setting greenhouse gas emissions targets in line with climate science.

The Glenturret whisky distillery has been taking steps for the past four years to mitigate its environmental footprint by using energy resources efficiently. The Glenturret has set the ambitious target of becoming net-zero by 2040. Working with Greenly, the distillery is assessing and measuring its carbon footprint. In 2024, the next big step is the development of a robust emission-reduction strategy with target-setting to achieve its ambitious net-zero goal by 2040. The site is committed to having LED lighting installed throughout. by 2025.

The perfume filling and logistics services centre in Ury is pursuing an energy efficiency project to install solar panels, allowing the switch to renewable energy. The introduction of an energy management system is another measure to reduce emissions. Real-time energy consumption data will allow peak consumption levels to be managed, and data analytics will further shape efficient energy use and energy reduction strategies.

In 2023, energy audits were conducted and the audit reports will help local management to further improve energy efficiencies and reduce reliance on purchased electricity and fossil fuel sources.

Introduction of e-vehicles

The Glenturret has introduced e-vehicles within operations and for guest transportation purposes. The Glenturret is aiming for a 75% ratio of e-vehicles in the 2024 business year. The restaurant parking area has a charging infrastructure for guests' e-cars.



Air pollution and water security

Crystal manufacturing involves processes that release pollutants and airborne particles into the atmosphere.

Lalique Group's crystal manufacturing site in Wingen-sur-Moder addresses air pollution specifically by installing washing towers to improve the quality of exhaust air. This is in compliance with local and national environmental regulations on air quality and emissions from crystal manufacturing processes. The 20 washing towers remove pollutants from exhaust air and are regularly inspected and maintained to ensure their proper functioning. This is a measure that contributes to a cleaner and safer environment.

Any waste generated by the pollution control system is managed in an environmentally responsible manner.

Water security

The production process of Lalique Group's premium single malt whisky brand The Glenturret relies heavily on water, as does the French crystal glass manufacturing factory and the perfume filling and logistics centre in Ury, France. The company recognizes the precious and scarce nature of water and proactively evaluates and monitors potential water-related risks at its manufacturing sites.

The Glenturret installed distillery equipment and process upgrades that reduced the water consumption of the production process by 28% in 2023 in an initiative that reflects on the company's sustainable resource management and continuous improvement of its environmental impact.

The investment in a new wastewater treatment plant at the perfume filling and logistics hub in Ury in 2023 is another testament to the company's commitment to reducing water pollution and conserving resources. By recycling wastewater and treating it before discharge, the company minimizes its environmental footprint and contributes to the protection of natural ecosystems. By treating wastewater before discharge, Lalique Group significantly reduces the pollutants entering the environment, helping to preserve water quality and safeguarding ecosystems. Recycling wastewater reduces the demand for freshwater resources, which contributes to the conservation of water resources. Water quality was assessed by local authorities in 2023, confirming that the discharged water meets local and environmental standards and regulations.

Recycling and circular economy

Lalique Group's growing manufacturing footprint as well as its hospitality and gastronomy locations led to increased resource consumption and waste generation. The company continuously refines its product and brand portfolio and processes to improve the conservation of those resources and to reduce waste.

Care for the environment is included in the company's Code of Conduct for all employees and reinforces the responsible use of resources and the minimization of waste.

The company's approach to waste management, recycling and reuse is integral to its overall sustainability strategy. An environmental and recycling policy framework covering local and national requirements and regulations determines categorization of waste types and specific recycling flows on a local basis.

The three Lalique restaurants and hotels in France and the Lalique restaurant at The Glenturret in Scotland also pay attention to food waste, which is a significant issue globally. They are in the process of implementing the principles of the circular economy to address this problem. Prevention and reduction of waste and surplus food are measures taken to manage food waste more sustainably.

Recycling of cooking oil and the collection of food waste for composting are important sustainable practices that help reduce environmental impacts. The company's restaurants Château Hochberg and Villa René Lalique in France have implemented these practices to contribute to a circular economy. Both have been accredited with the Clef Verte (Green Key) eco-label, demonstrating their compliance with strict environmental standards.

Manufacturing sites certifications and standards at a glance



MANUFACTURING SITES	LOCATION	PURPOSE	CERTIFICATIONS, STANDARDS, AWARDS
1 LALIQUE BEAUTY SERVICES	Ury, Seine-et-Marne, France	Perfume filling and logistics services	ISO 22716 ¹ , REACH compliance ²
2 LALIQUE	Wingen sur Moder, Alsace, France	Crystal glass factory	REACH compliance
3 THE GLENTURRET	The Hosh, Crieff, Scotland	Single malt whisky distillery	Positive Luxury Butterfly certification ³ , Green Tourism Gold award ⁴
CONTRACT MANUFACTURING PARTNER			
4 F AND R JEWELLERY	Thailand	Jewellery full-service contract manufacturer of Lalique's jewellery line	ISO 9001, certified member of Jewellery Council
5 MANEEKAN SIAM (JEWELLERY)	France	Jewellery full-service contract manufacturer of Lalique's jewellery line	Certified member of Jewellery Council
6 FRIKE GROUP	Switzerland	Full-service cosmetic contract manufacturer for Ultrasun product range	ISO 9001, ISO 22716

¹ International Standard for the production, control, storage and shipment of cosmetic products

² REACH testing is one of the methods used to determine whether or not products contain restricted chemicals or substances of very high concern (SVHCs)

³ Butterfly mark certifies luxury brands contributing to the future of the planet

⁴ An award in recognition of the distillery's ongoing commitment to its sustainable business

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