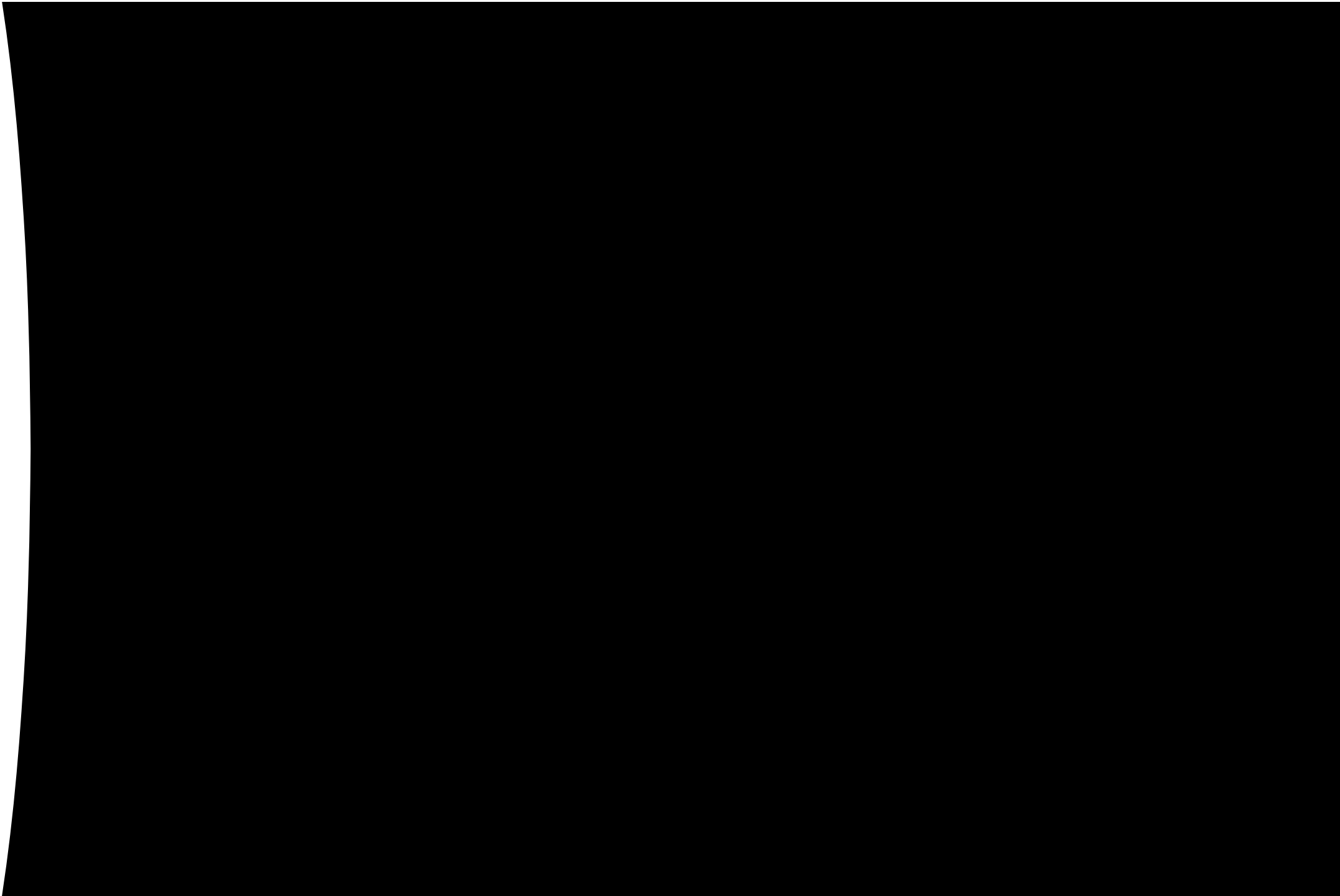


Groupe
ISB

OUR PURPOSE

**LIVE BETTER TOGETHER,
TODAY AND TOMORROW,
IN HARMONY WITH
OUR SURROUNDINGS.**

CSR CHARTER | 2022



EDITORIAL

Dear readers,

It is my pleasure and privilege to write the editorial of the first ever ISB Group CSR Charter.

This charter was drawn up with all our stakeholders. As you read on, you will discover just how much these partners do and how passionately they support the subjects covered. I would like to extend my warm thanks to those who have been willing to speak about these topics in the following pages.

Driven by our history and our employees, who are themselves the originators of many initiatives, I have seen the emergence of our group's CSR approach over the last few years. A global and structured vision gradually arose from these initially empirical commitments.

In line with our Impact 2026 Strategic Plan, we will once again combine intransigence with congruence. **Our goal is simple: contribute humbly, at our own level, to 'Living better together, today and tomorrow, in harmony with what surrounds us'.** This is our motto, or more precisely our purpose, which guides us daily in all our actions.

We will keep you informed each year on how our commitments are progressing.

The best is yet to come.

Enjoy your reading.
Kind regards,

Benjamin BODET
General Manager



CONTENTS

FOREWORD 5

A COMMITTED GROUP 6

Wood, nature's gift to architecture 7

Words to shape our action and who we are 8

A sense of history 9

IMPACT Strategic Plan 10

SAFETY, OUR PRIORITY 12

Social and societal responsibility 13

Culture and behaviour 14

CORPORATE CITIZENSHIP 16

Governance 17

Social responsibility 18

Social responsibility 20

Our employees, actors of the ecological transition 22

DIGITAL TRANSITION 23

Digital eco-gestures 24

Our carbon footprint 25

SUSTAINABLE MANAGEMENT 26

Responsible purchasing 27

Partner relations 29

EXPERTISE AND COMMUNICATION 30

Social responsibility 31

Environmental responsibility 32

REDUCED ECOLOGICAL INDUSTRIAL IMPACT 34

Energy savings 35

Regulatory 36

Circular economy 37

PROGRESS MADE 38

FOREWORD

This charter aims to present all the CSR actions implemented within the ISB Group. It will undergo changes, but sets out our current commitments and presents our future goals and ambitions comprehensively.

SUSTAINABLE DEVELOPMENT GOALS (SDGs)

IN the process of drawing up this CSR charter, we chose to adopt the common and universal language of the Sustainable Development Goals (SDGs). Today, sustainable development is a topical global issue that is everyone's business, addressing economic, social and environmental issues in a closely linked way.

The SDGs, defined in the UN's 2015 Action Plan for Humanity, cover a wide range of areas from protecting the planet to building a more peaceful world and ensuring that all people can live in safety and dignity.

The action plan is materialised by the definition of 17 Sustainable Development Goals, which include 169 targets to be achieved by 2030.



RATING METHOD

In order to determine our progress in achieving the Sustainable Development Goals (SDGs), we have assigned a score to each of our actions and established the following rating scale:

3 POINTS

Commitment already in place, no improvement possible

2 POINTS

Commitment already in place, possible improvement in the short to medium term

1 POINT

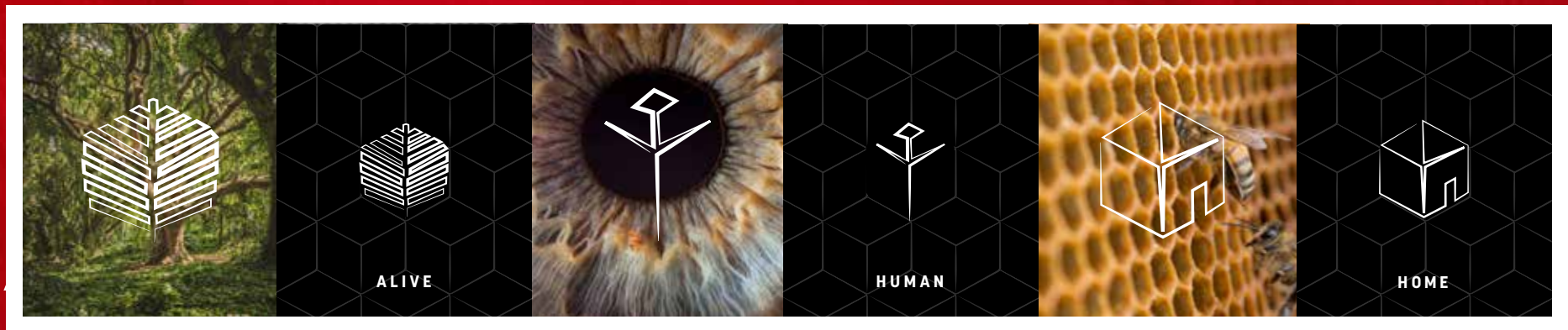
Commitment already in place, possible improvement in the long term

0 POINT

Our objectives: commitments to be implemented in the short, medium or long term

On the following pages, you will find all the actions and objectives implemented within our Group. You can see the progress of our commitments classified by SDG on page 38.

A COMMITTED GROUP



COMMITMENT IMPLIES, MORE THAN EVER BEFORE, RECOGNITION AND ACHIEVEMENT IN A PROJECT. ISB DEFINES ITSELF TODAY AS 'A SUM OF ALL THE PEOPLE RICH IN THEIR DIFFERENCES WHO SHARE COMMON BELIEFS AND WHO COME TOGETHER AROUND A PROJECT'.

BENJAMIN BODET

NATURE'S GIFT OF WOOD TO ARCHITECTURE

For 60 years, we have rigorously respected nature's handwork, fashioning it through a range of wood products for BUILDING, FURNISHING and DECORATING homes. Our passion for wood and architecture have culminated in our products. Wood also harmoniously expresses a new lifestyle in our homes.

NATURE AT THE HEART OF OUR COMMITMENTS

Beautiful, natural and renewable: wood is attractive because of its aesthetic and ecological advantages. It is an exceptional resource for architecture.

Above all, it is at the heart of the environmental balance of our ecosystem through its capacity to absorb carbon dioxide emitted into the atmosphere.

We are fully aware of this unique responsibility and are committed to environmentally friendly product design.

In a society where unrestrained consumption leads to the depletion of resources, wood is also a choice of the future for future generations. Associated with comfort and authenticity, wood is drawing more and more enthusiasts for its many advantages.

- > Wood is a fire-resistant material. It deteriorates slowly and retains its mechanical and bearing capacity longer than other materials.
- > Wood contributes to thermal efficiency. With a wooden house, heat loss is limited and energy efficiency is improved.
- > Wood absorbs carbon, at a value of one tonne of CO² per cubic metre of wood and releases the oxygen we need to live.
- > Wood is light, quick to implement, flexible and resilient. It is therefore the ideal material for construction. It is compatible with dry construction processes and therefore reduces construction times.
- > Wood blends perfectly into the landscape and allows great architectural freedom.
- > Wood is a healthy material, it does not emit harmful gases and it regulates humidity in a room.

TWO STRONG BRANDS

ISB Group relies on the pooled know-how and expertise of 2 strong brands, each specialist in its sector of activity, to meet the expectations of professional customers in France and Europe.



Brands of the



Sinbpla has established itself as the specialist trading brand for softwoods and panels with a wide range of products designed for professionals looking for quality wood.

Silverwood, specialist planed wood brand of the Group, proposes a comprehensive range of 100% wood products: cladding, panelling, decks and other planed products.

WORDS SHAPING OUR ACTION AND DNA

Our CSR balance brings together our commitments, values and purpose so we can rise to current social, societal and environmental challenges. Our ambition is not only to become the leading company, but also a better one.

CORPORATE VALUES

ISB Group values are at the very core of its expertise.

Each employee of the group passionately works with wood, respecting it and respecting each other. By building a sustainable and profitable company day after day, ISB Group finds the right balance between value creation and social responsibility.



OUR PURPOSE

An inspirational expression that refers to the way in which the ISB Group intends to play a role in society beyond its economic activity.

Underlying our identity, it summarises and gives meaning to our company's approach, its vision, its values... It guides us in our daily actions and decision-making.



A SENSE OF HISTORY

60 YEARS OF PASSION FOR WOOD

'Believe, Dare, Act' was François Pinault's motto when he created Etablissements Pinault in 1962.

The company spirit, embodied by its founder, this charismatic leader, is associated with a strong brand image expressing the expansion of the company on French territory with a global perspective. After belonging to François Pinault in the 1960s, and then to two large groups, PBM and Walseley, the company regained its autonomy in 2015... and discovered entrepreneurship. Dictated by a strong business ethic and a desire to place innovation at the heart of its strategy, the 'Innovation et Solution Bois' Group is already thinking about and ensuring the future: 'Wood is the future'. Years later, the ISB Group, with its new identity and its strategic plan IMPACT Horizon 2026, displays the same 'Desire to be a leading actor' and the same vision of CSR-based sustainable growth and development... so that 'Tomorrow will be wood and low carbon'.



IMPACT STRATEGIC PLAN

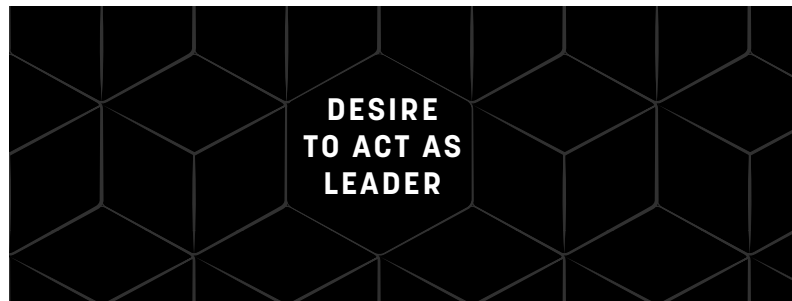
Our strategy and enterprising spirit reflect many similarities between the company's history and ISB today: strong identity, symbolic of our drive, vision and capacities. However, although team spirit and initiative have always been the company's strength, their expression has changed. ISB is no longer a pack behind its leader. Leadership now rests with each employee. The push to involve managers in defining the new strategic plan is one example of this new participatory mindset. The commitment of each employee is key to dynamic creativity and agility within the company.

EXPRESSION OF OUR DETERMINATION

In 2015, once again driven by an independent entrepreneurial takeover project, ISB was reborn reinforcing its DETERMINATION to offer 'Wood Solutions' for the home as an 'Innovative' LEADER in the import and planing activities, concluding: 'Wood is the future'.

For a company to be sustainable, it must always have the desire to be better, to understand the surrounding world better, and contribute to finding its place in a constantly changing world.

Our desire today is part of our DESIRE TO BE A LEADING ACTOR. We owe it to our material, to society and to the people in it. For the society to which the company contributes and for the nature we want to protect, the ISB Group is committed to acting as a responsible leader.



OUR INSIGHT

Corporate Social Responsibility is an integral part of ISB's strategic plan and forms the basis of its strategic vision.

Inspired by our intuition, during the in-depth work on the identity of the group and our brands, we were able to formulate our purpose. Then, during our Impact 2026 strategic thinking, we became convinced that our new balance would be above all CSR.

As a result, our strategic plan is now based on a CSR foundation, which in turn has three development areas: Sustainable growth, Profitability, Value chain.



TOMORROW WILL BE THE TIME FOR WOOD AND LOW CARBON

OUR CSR IMPACTS

Any new project carried out by our group's departments must be analysed through this CSR prism and correspond to the challenges we have set ourselves:



HUMAN RESOURCES

CORPORATE CITIZENSHIP

To 'give meaning to work', create a rewarding collective project. Through responsible management, by being a local actor and by involving everyone in the ecological issues.



DIGITAL IT & SUPPLY

CHOICE OF A 'GREEN' ERP

Seize the opportunity for ISB, the 'Timber logistics specialist', to measure and control its carbon footprint.



PURCHASES

SUSTAINABLE MANAGEMENT & CERTIFICATION

To achieve our voluntary approach by reaching 100% certified products and integrating the carbon footprint of our purchases.



SALES & MARKETING

GIVING MEANING TO OUR STRATEGY

A key criterion for innovation. A major vector of our communication. To become a driving force in the industry.

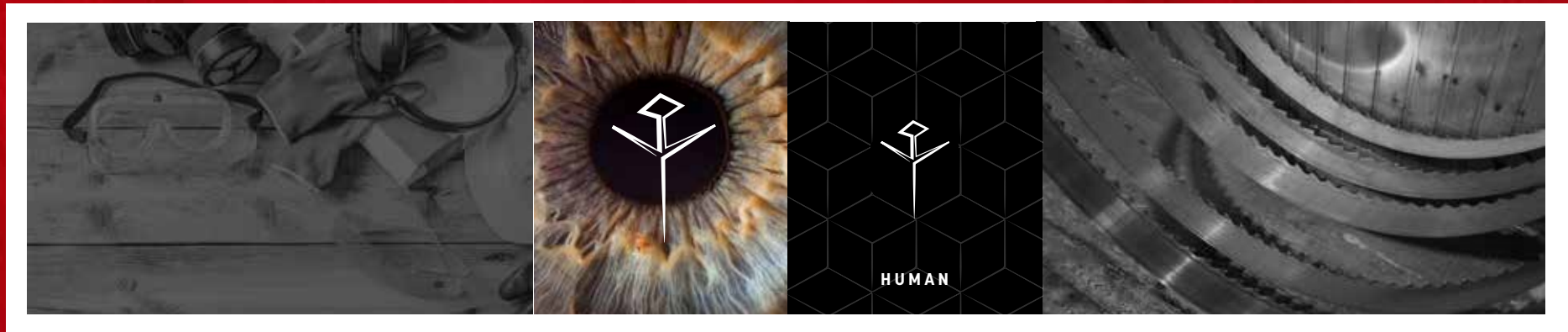


OPERATIONS

REDUCED ECOLOGICAL INDUSTRIAL IMPACT

For industrial excellence that respects the material, its environment and people.

SAFETY, OUR PRIORITY



SOCIAL AND SOCIETAL RESPONSIBILITY

Creating a safe working environment is top priority as a manufacturer, because men and women are key!
Each of us should be able to return home safely at night.

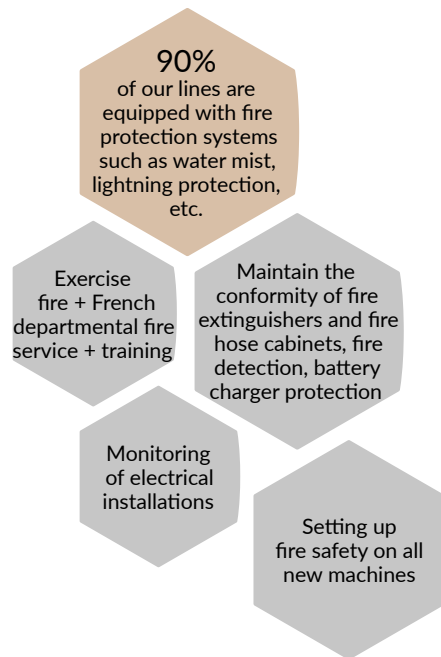
SAFETY: EVERYONE'S BUSINESS

In order to control risks, reduce the number of accidents at work and make our jobs less arduous, our group is constantly striving to raise its standards for the safety of its employees.

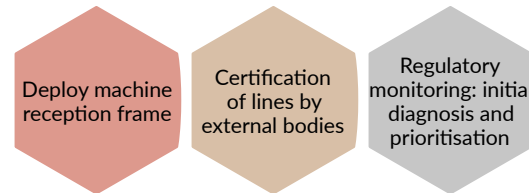
We regularly invest in quality equipment, implement prevention actions and set clear targets.

Our Group is committed to the following actions, among others:

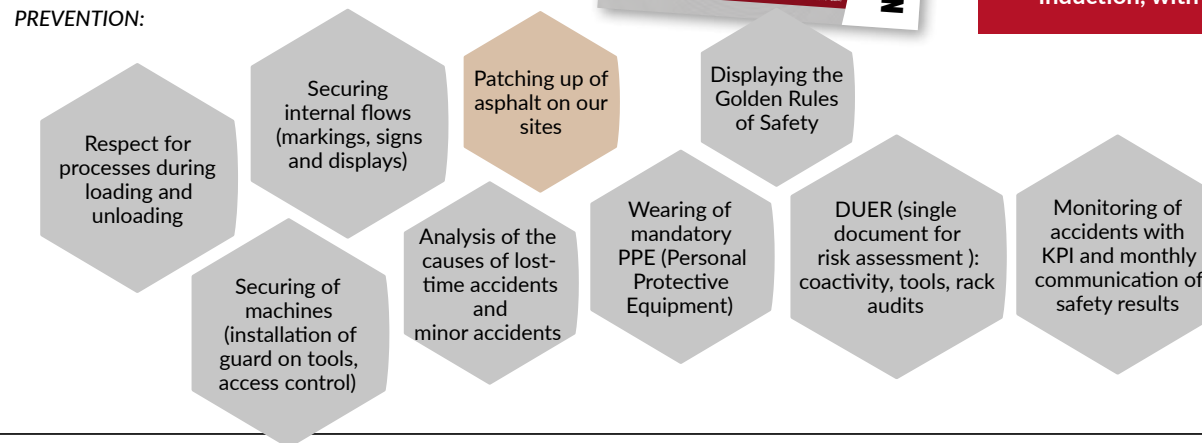
FIRE SAFETY:



MACHINE COMPLIANCE:



PREVENTION:



> OUR OBJECTIVES

SOCIAL AND SOCIETAL RESPONSIBILITY

- > Achieve a frequency rate of 20 and a severity rate of 0.9 by 2026
- > Continue to develop the CSR network external to the company (e.g., B2E)
- > Audit and replacement of ageing machines
- > Induction of new employees: specialisation of employees in safety induction, with reinforced training

CULTURE AND BEHAVIOUR

Developing a health and safety culture and improving workplace behaviour are key to reducing accidents and improving long term risk management. Daily involvement of each employee is essential, rather than compliance with rules.

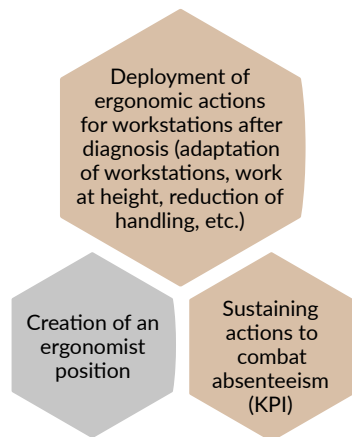
LIVING AND WORKING TOGETHER BETTER

The human factor must be taken into account, together with technical (PPE, compliance, controls, etc.) and organisational (single document, management, prevention plan, etc.) levers. Acting on worker behaviours at all levels is key.

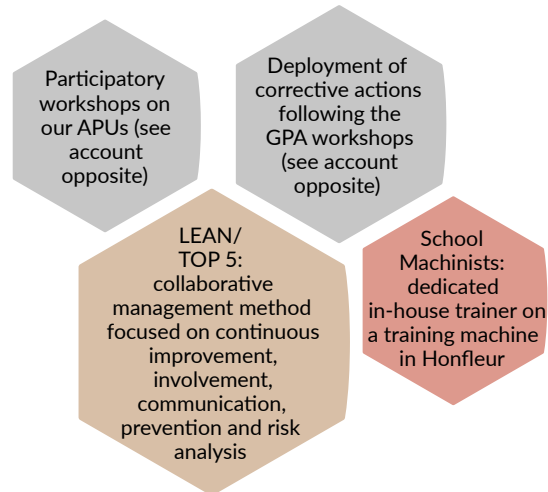
With a wide range of professions, in our factories, our logistics platforms, our sales agencies, but also in support functions (supply chain, human resources, marketing, IT, finance, etc.), the behavioural habits of our employees are numerous and differ according to the position.

Our Group is committed to the following actions, among others:

PREVENTION:



CULTURE AND BEHAVIOUR:



> OUR OBJECTIVES

CULTURE AND BEHAVIOUR

- > Making health/safety a convivial and unifying theme
- > Continuing the deployment of ergonomics actions
- > Continuing to structure industrial projects with multidisciplinary teams
- > Continuing to raise awareness

CABINET GPA INITIATIVES (ABSENTEEISM MANAGEMENT AND PREVENTION) REPORTS!

Gurvan COLLIN

DIRECTOR OF THE CONSULTANCY UNIT

What is the content of the support plan proposed by GPA for the ISB Group?

We started the support in September 2019, on an absenteeism diagnosis for the production and logistics units. Despite the health crisis and various changes in the economic situation and the evolution of the company, it is important to emphasise the continuity of the approach, because this is what allows us to see positive results.

To support absenteeism, employees were interviewed by GPA and the last three years of ISB absenteeism data were analysed in order to target the actions to be taken.

What actions have already been put in place?

We worked on two key issues.

First of all, local management needs to be strengthened:

- > In September 2020, local managers were trained in prevention and absence management in order to improve dialogue with teams, and site managers were trained in conducting re-accommodation interviews, which were implemented in October 2020.
- > Following the introduction of these interviews, we have gone from 56% of employees present (employees who have never been absent) to 71%. This is a good progression and a decrease in the number of days of absence.
- > This also has the effect of generating less disorganisation due to unforeseen short-term absences.

In parallel, we assisted the ISB Group on the subject of the prevention of work accidents (acting on behavioural issues, developing a safety culture):

- > Setting up 'Problem Situation Analysis' ASP workshops (to be launched in late 2020, early 2021), to raise awareness and empower employees, the field. The first session of participatory workshops resulted in 123 actions, 40% of which were completed within 6 months and 25% were budgeted for the following year. We are currently at 60% of actions closed and 22% in progress or to be done (the rest of the actions have not been retained).
- > The implementation of the first actions within 6 months is indicative of the company's desire to improve and to give itself the means to succeed.
- > Since then, we have adopted the ASP methodology internally, running workshops every six months on our own. We launched a second round of workshops in the APUs and extended the approach to the Hubs and Platforms.
- > All the sites have now embarked on the process and will repeat the exercise every six months.
- > Regular feedback is given to managers and COMEX, but also to employees, to show that things are moving and that they are being heard.

We have made significant technical investments, but this has been combined with efforts on human aspects, which has been placed at the centre of the approach. In the new ESL cycles, we emphasise the



importance that an employee who raises a problem should himself propose a solution for improvement. This is crucial for perspective and awareness: they have the keys to act and propose solutions, they are actors and must be the driving force on a daily basis. Moreover, not all solutions are necessarily technical, which is also where the culture change begins.

A major effort was made to strengthen the technical teams, with the recruitment of maintenance and progress technicians. The HSE team was also strengthened by the recruitment of an HSE coordinator.

What can we learn from this today?

If one were to assess the results to date, the effects have been faster on absenteeism than on accidents at work, but it is also beginning to bear fruit:

- > For absenteeism: at the start, 3 FTEs (Full Time Equivalent) of projected gain on micro-absenteeism (absence up to 1 week) thanks to the action plans to be put in place. Thanks to the implementation of the re-entry interviews, between September 2021 and March 2022, 9 FTEs have been gained on short-term absences.
- > For accidentology: the number of accidents at work with work absences has fallen by a third since the beginning of the support and the frequency rate has been falling throughout the ISB22 exercise and below that of ISB21.

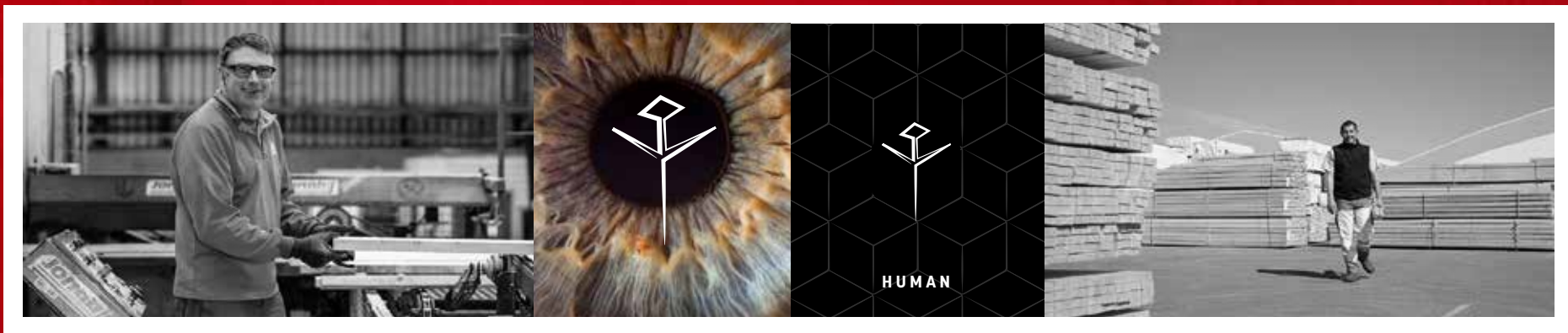
The actions undertaken are part of a coherent whole, which ISB must maintain in the long term: controlling its absenteeism and strengthening prevention and the safety culture. Historically, in this type of support, the lasting effects are felt at least after 18 months (change management). We are now at the 3-year stage, where deep and lasting transformations are visible and where the fact that we have not slackened off throughout the process has been fundamental.

By working on absenteeism, we have improved the dialogue between local managers and their teams, emphasised behavioural prevention and initiated a change in the safety culture.

The ASP method, its follow-up, its continuity, combined with regular feedback to the field to show that we are making progress, enables us to obtain support. And it is essential to give feedback, otherwise the teams lose visibility and no longer have the impression that progress on their daily problems is being made.

ISB acts as a CSR actor, of course with the environmental aspect, but what is also important to underline is that the company does not neglect the social/societal aspect.

CORPORATE CITIZENSHIP



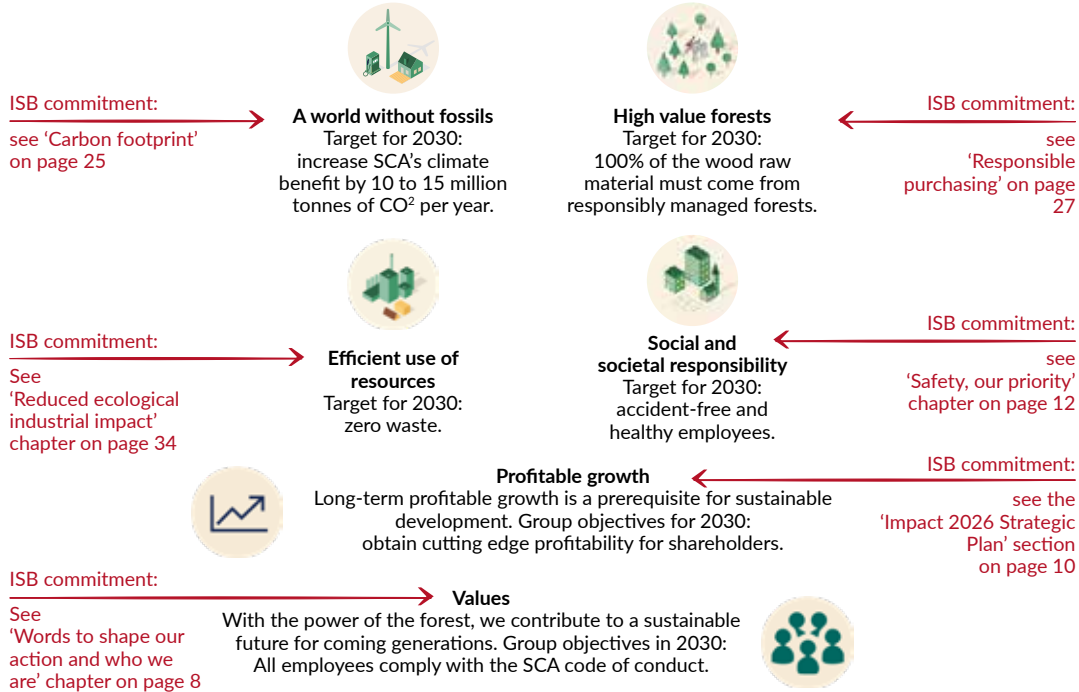
GOVERNANCE

Our group governance ensures responsibility for making the fairest and most balanced decisions possible on 'Living better together, today and tomorrow, in harmony with our surroundings.', company profitability, together with social and environmental issues.

COMMON DENOMINATORS



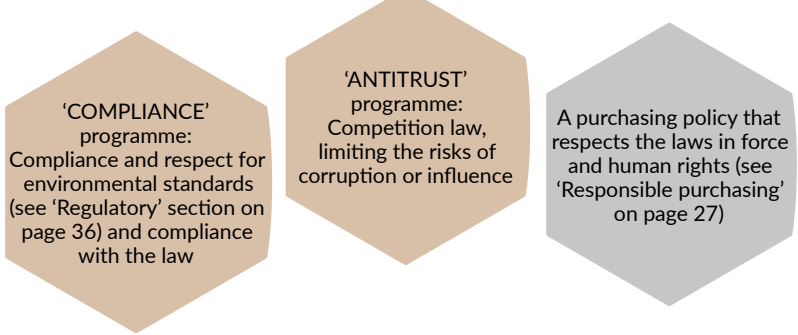
SCA Wood AB is our significant minority shareholder. Sustainability is integrated throughout its organisation and is an integral part of its sustainability strategy. The ISB Group and its shareholder have many common points and denominators, and we act in concert when making decisions that affect us.



RESPECTFUL BODIES

ISB France is a simplified joint-stock company with sole shareholder. Florencia is the holding company for ISB France.

The Supervisory Board of our group is composed of 5 members, who are committed to, among other things, the following issues:



> OUR OBJECTIVES

GOVERNANCE

- > Working on our ethical code of conduct
- > Moving towards more transparency and communication
- > Define the future direction we wish to give to our CSR approach

SOCIAL RESPONSIBILITY

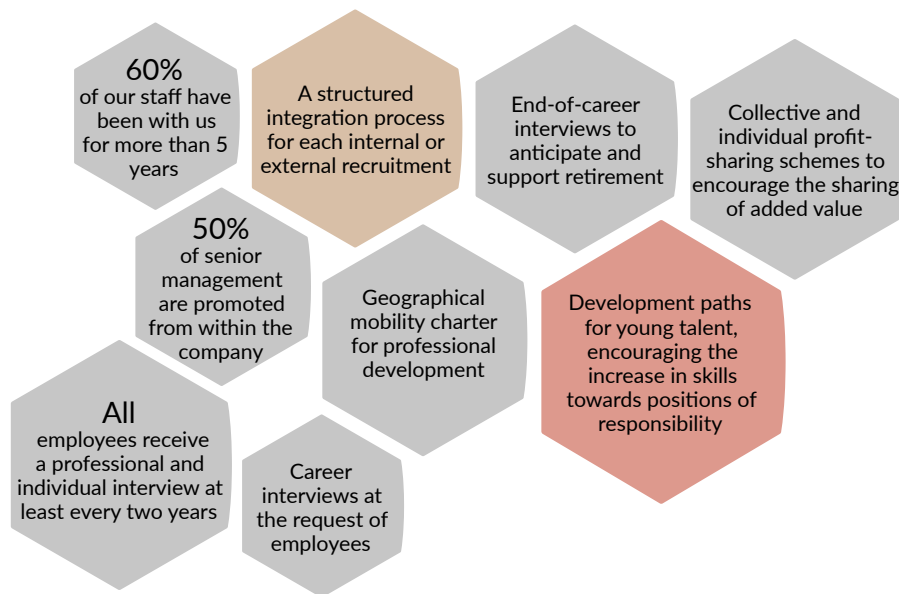
Our employee fulfilment is directly linked to the growth of our group. We all share a passion for wood and we work this material with unfailing commitment and deep respect for the natural world. We aim to be a benchmark employer in our sector and regions by attracting and retaining talented people who share our passion and values.

SKILLS AND PROFESSIONAL DEVELOPMENT

Many employees have learned their trade and built their professional development within our Group.

A spin-off of the PINAULT and then WOLSELEY groups, our company has always had a proactive HR policy guaranteeing loyalty, continuous learning, progression and employability.

Our Group is committed to the following actions, among others:

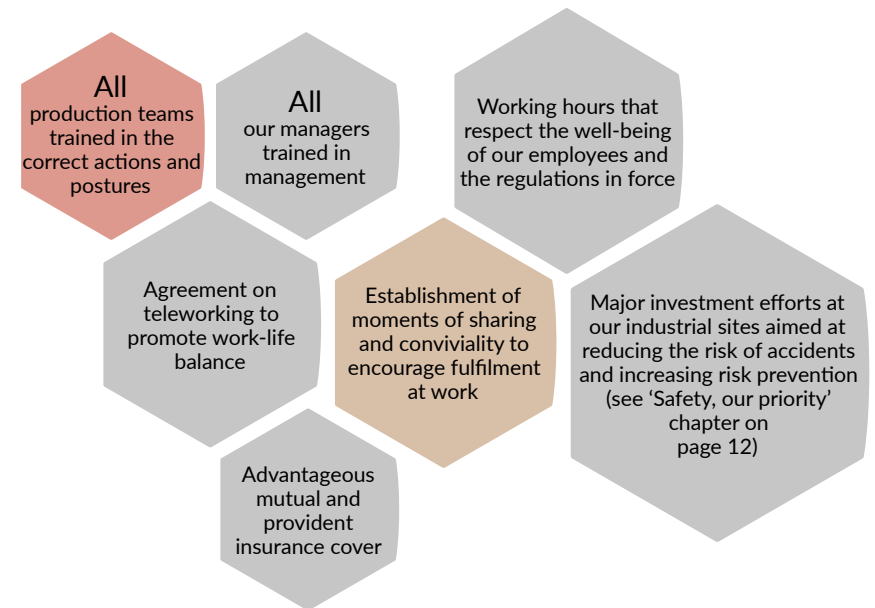


CONDITIONS & QUALITY OF LIFE AT WORK

Improving the quality of life at work and preserving the health and safety of the people who make up our organisation are part of our responsibility as an employer.

We are also convinced that through our efforts to improve working conditions we contribute to strengthening the performance of our organisations.

Our Group is committed to the following actions, among others:



Harmonious,
modern and
ergonomic work
spaces



OUR EMPLOYEE TALKS ABOUT HER CAREER IN THE GROUP!

Manel EON

MARKETING & INNOVATION DIRECTOR

Can you tell us about your background before joining the ISB Group?

Tunisian by birth, I passed my baccalaureate in 2002 and had no predisposition to end up in wood! I was awarded a grant to do a preparatory course in Tunisia and continue in France in an engineering school. I then took several competitive exams in various fields: chemistry, electronics, telecoms, etc. Then I met Xavier MARTIN (former director of the ESB - Ecole Supérieure du Bois). He spoke to me about the school and the concrete material of wood. I fell in love with this material! I was admitted and quickly made my choice. The three years of study were exciting, I was lucky enough to be able to do internships abroad, my results were good and the school opened many doors for me.

How did you get to ISB Group and what were your first years like?

In my 3rd year, Xavier Martin spoke to me about PBM (now ISB) and introduced me to Pierre Gautron. The latter offered three training courses in his marketing department. I did a six-month internship in 2007, accompanied by Frédéric Labat, another foreign student from ESB, and Magalie Pouclet-GUÉRIN, who is now the Group's Communications Manager. The first few weeks were spent at the Saint-Malo factory, in total immersion when the machines came in and out. I went there by train because I didn't have a driving licence at the time! I was a young woman, new to the profession. It was a difficult start, but I persevered thanks to some decisive human encounters!

I listened to my colleagues (Denis LACOMBE, Philippe GAILLARD, among others) talk about their passion for the job and the special nature of wood. My curiosity, motivation and perhaps taste for a challenge helped me fit in, but it was above all the people I met, such as Arnaud MORVAN, Marie-Thérèse BOUTIN and so many others, who gave me the desire to persevere. These months of internship have opened doors for me within the company, and even more. By offering me a permanent contract, the company helped me to obtain my residence permit. I next met Jean-Yves Bouvier, the company's bible, who also taught me a lot. I then took part in the DTU committees, and by dint of tenacity and learning, I was trusted.

And why did you stay with ISB Group?

The company has helped me at every stage of my career. I am grateful for that and for the trust it has placed and still continues to place in me today. The company has helped me grow step by step, in line with my skills and aspirations at the time. I have found ISB to be a professional family, engaging colleagues and a great job for over 15 years.

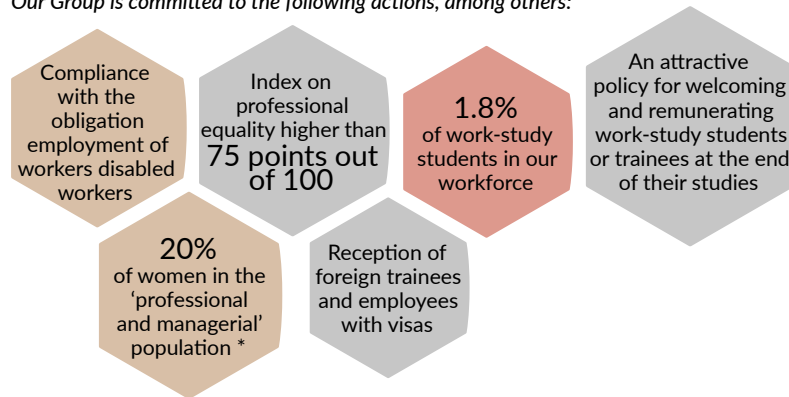
For me, ISB is a story of encounters with competent, passionate and exciting people. Even in the difficult periods of my career, I felt supported by the company. Equal opportunities have been present, with the value of work being passed on. As a manager today, I want to be able to support my team and allow them to grow within the company in the best possible conditions.

DIVERSITY AND INCLUSION

Diversity is an asset. It promotes sharing, tolerance, openness and corresponds to our vision of society.

Thanks to the richness of their profiles and experience, we are determined to help our employees grow, promote equal opportunities and equal pay, based on a benevolent management style.

Our Group is committed to the following actions, among others:



► OUR OBJECTIVES

SOCIAL RESPONSIBILITY

- Increasing the proportion of women in the professional and managerial population
- Promote our traditionally male professions to a female audience
- Welcoming 5% of work-study students or trainees at the end of their studies
- Create the Wood Academy: a training and inspiration centre for our employees
- Continuing our efforts to harmonise workplaces
- Improving the ergonomics of operational stations
- Adding the CSR component to the integration process

SOCIETAL RESPONSIBILITY

BUILDING SPECIAL RELATIONSHIPS

The partnerships entered into by our Group with various stakeholders (schools, temporary employment agencies, regions, etc.) formalise our desire to support the future talents of the wood industry of tomorrow.

Our Group is committed to the following actions, among others:



► OUR OBJECTIVE

SOCIETAL RESPONSIBILITY

- Pursue all of the above



A WORD FROM THE WOOD COLLEGE!

Antoine LEBEAU

HEAD OF INTERNATIONAL RELATIONS AND SPONSORSHIP

Jacques BOUILLOT

CHAIRMAN OF ESB, DIRECTOR OF DRY SECTOR & LOW CARBON SOLUTIONS AT EIFFAGE

What are the reasons for the creation of the EASIER STUDIES fund?

We want to strengthen the attractiveness of our school, train tomorrow's engineers in the challenges of the ecological transition and facilitate access to the ESB engineering curriculum, because, unlike the free engineering schools in France, ESB is a public interest association that applies tuition fees. After conducting a survey among our students, we found that the financial dimension was a barrier to entering our school, for 68% of them. In addition, 32% considered that the housing issue is also problematic. Student insecurity (engineering cycle) existed before covid, which unfortunately accelerated this phenomenon (physical isolation, financial problems, loneliness, fragility, precariousness in terms of leisure activities or food, etc.). We have been raising funds for two years to help students, but the creation of the EASIER STUDIES endowment fund will provide us with a more structured and impactful approach to help more students.

How will this fund work for students?

The fund is starting this year and our aim is to support students, not on the academic side, but on the extra-curricular side, such as equipment and accommodation, and thus to reduce their financial pressure. Knowing that the budget of a student in Nantes is €740 per month, excluding tuition fees. We will offer two types of support: full support in the form of a grant and material support. For the first year of operation of the fund, we will support 28 students with a grant of €2,000 per year per student (the scholarship student will receive €6,000 spread over 3 years, the aid is paid monthly to the student over the total duration of their training, from 1 to 3 years). The difficulty that the fund may face is the choice of scholarship students. In response to this, we have set up a joint ad hoc committee, so that selection will be made on the basis of academic results and financial documents.

How is this fund financed?

TO date, the fund has been financed by corporate sponsors James and ISB Group, as well as by members of the Alumni network (former ESB students). They have already donated €17,000, and the aim is to attract more sponsors.

What is, and what will be, the role of ISB Group as a sponsor of the EASIER STUDIES endowment fund?

It is important to stress that the ISB Group and James are pioneers and pro-active, they did not just come up with the idea of the fund, nor did they just provide the funds. They are involved because they are going to take action to seek additional funds from other sponsors. Behind this philanthropic approach of the ISB Group there are genuine human values. By creating the fund, our sponsors are giving a chance to all future engineers in the wood sector, but not only. They helped us to structure collection by creating the fund and are now ambassadors to seek new funds. The difficulties of recruiting qualified employees in the wood sector are daily, the fund will also help attract young people to our sector and thus carry the voice of wood and respond to environmental issues, to which we are all sensitive.



Employment AND TRAINING COORDINATOR

SKILLS EMPLOYMENT REGIONAL MANAGEMENT DEPARTMENT
DGA FORMATION, JEUNESSE, CULTURE ET SPORTS
NORMANDY REGION (CAEN SITE)

What is the 'One Training, One Job' scheme?

Funded and managed by the Region, the scheme facilitates access and return to employment for job seekers with employers in Normandy who lack skills and have recruitment difficulties, while contributing to their development. The training organisations selected by the Region in the framework of public contracts train job seekers who will then be hired by the partner company for a minimum of 6 months.

What are the recruitment conditions and who can benefit from them at ISB?

The company participates in the recruitment of trainees who benefit from the scheme. Indeed, accompanied by the Region and the training organisations, the company draws up a set of specifications according to the required need, while at the same time corresponding at least to a trade reference framework. During the recruitment interviews, the company and the training organisations (in this case Greta and AFPA transition) validate the prerequisites and required interpersonal skills, as well as the motivation of the applicant. The successful applicant enters a training course, with theory in the training centre and internships within the company (here ISB Group). At the end of the training, the company commits itself by offering a permanent or fixed-term contract of at least 6 months. For the ISB Group, the position selected for this first contract, signed in July 2022, is that of automated plant and machine operator at the Honfleur plant.

What are the benefits for the trainee and for the company?

For the trainee, apart from being trained in a trade, they benefit from an increase in skills with the award of a certification or qualification to make them more employable in other companies in the region or elsewhere. Moreover, the added value of this system compared to temporary work is the theoretical training time which allows us to make sense of things and quickly become operational. The trainer at the Greta or AFPA takes the time to explain why, for example, PPE is essential, why attention must be paid to the quality of production, etc.

For the ISB Group, the advantage is to face the recruitment problem for specific production positions, in particular the recruitment of machinists (wood processing machine adjusters). This also allows ISB to recruit local staff, and thus to establish a long-term relationship with these new employees.

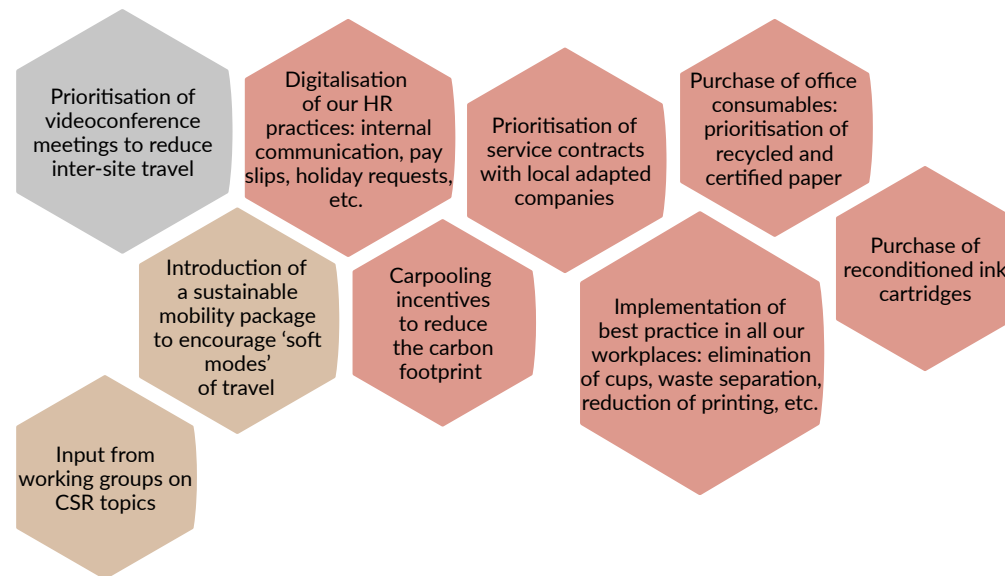
OUR EMPLOYEES, KEY PLAYERS IN THE ECOLOGICAL TRANSITION

EVERY ACTION COUNTS

Improving the environmental impact of our corporate life begins with learning the right things to do within the company. At the beginning of our CSR approach, we are aware of the path we have to follow to enrich these behavioural habits.

Indeed, we spend much of our lives in the workplace, and a large share of our environmental impacts take place during this working time. Thus, the choices that each employee makes in their daily work life can also contribute to the transition to a fairer and more responsible world.

Our Group is committed to the following actions, among others:



> OUR OBJECTIVES

OUR EMPLOYEES, STAKEHOLDERS IN THE ECOLOGICAL TRANSITION

- > Continue with and monitor the actions of the CSR Working Groups
- > Implement incentive and collaborative actions to reduce our carbon footprint (communication, employee challenges, etc.)
- > Choose supplies (paper, equipment, furniture, etc.) that are eco-designed and/or recycled
- > Integrate CSR training into our training plan
- > Set up training courses on economical driving for all employees with a company car

DIGITAL TRANSITION



DIGITAL ECO-GESTURES

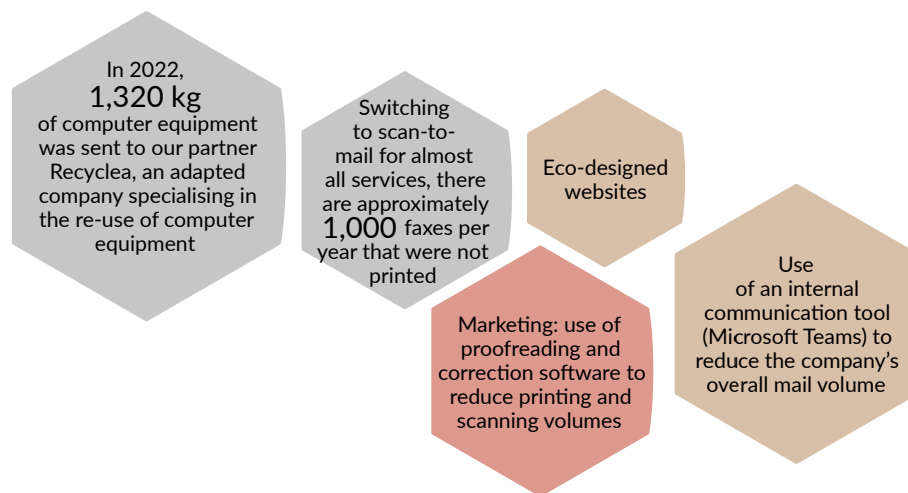
Eco-gestures are a great way of reducing both individual and company carbon footprints while transitioning to a responsible digital environment. Everyone can become involved.

OPT FOR VIRTUOUS PRACTICES

Today, the invisible part of digital technology in greenhouse gas emissions continues to increase (3 to 4% of CO2 emissions in 2022 and 5 to 6% by 2025*), as does the energy consumption linked to equipment and its use.

To turn the tide, we want to learn more about moderating our uses and adopting good practices of digital sobriety.

Our Group is committed to the following actions, among others:



> OUR OBJECTIVES

DIGITAL ECO-GESTURES

- > Limit our printing and force printing only in black & white and on both sides
- > Implementing electronic signatures to avoid printing contracts and sending registered letters
- > Find a local partner to send our smartphones for reconditioning
- > Extend the scan-to-mail solution to all departments
- > Implement incentive and collaborative actions to reduce our carbon footprint (communication, employee challenges, etc.)

OUR CARBON FOOTPRINT

A NEW GENERATION ERP*

A major investment is currently being integrated into our Group: the change of our ERP, enabling us to support our transformation and development ambitions in line with our CSR base.

The project was launched at the beginning of 2022 and should be completed with the launch of the SAP S/4HANA solution, scheduled for the end of 2023. In 18 months, we want to implement an ERP with a broad scope (finance, management control, purchasing, sales, production and logistics) and covering all the group's entities.

Our Group and SAP have entered into a strategic partnership which will make ISB the third company in the world and the first in France to develop the 'Product Footprint Management' solution.

We charter 25,000 trucks each year. We also want to invest in an advanced transport management module that will give us a control tower for all our flows, both road and sea, so we can distribute our products with the most direct 'road to market' possible and thus control the carbon footprint.

➤ OUR OBJECTIVES

OUR CARBON FOOTPRINT

- By 2026, implement the advanced transport management module
- By 2024 - 2025, implement the precursor calculation module 'Product Footprint Management' module in our ERP

NTT DATA
Trusted Global Innovator

SAP

COMPARISON OF THE CSR: A WORD FROM SAP AND NTT DATA!

Pascal LE NAHEDIC
SUSTAINABILITY MANAGER - SAP

Benjamin LEGOUPIL
DIRECTOR OF CONSULTING ACTIVITIES - NTT DATA

What are the commitments made by SAP and NTT DATA in terms of CSR?

For more than 15 years, SAP has made CSR values part of its DNA, being one of the first German companies to provide CSR reporting through its tools. This subject is now fully integrated into its product development strategy. The same is true for NTT DATA Business Solutions, an SAP Platinum Partner, for whom technology and innovation help address the ecological, economic and social challenges of our time and contribute to a more sustainable business.

How, in concrete terms, can your solutions help us manage our carbon impact?

As responsible companies, we have a key role to play in implementing solutions that aim to reduce greenhouse gas emissions, in particular by monitoring our carbon footprint more accurately. The aim is to provide the business lines with the information they need improved management for the different scopes of the carbon footprint (1, 2 & 3) throughout the value chain, from supplier to customer.

If we want to meet this global challenge, we must do so operationally. To manage the carbon footprint as accurately as possible, moving from a Cost Based approach to a Quantity Based approach is key for obtaining a much more accurate and coherent level of calculation in relation to the business reality: rather than starting from a financial movement, we start from the company's processes (stocks, procurement, production nomenclature, shipping, etc.) to be able to measure the activity in terms of CO2 and feed back this information to the ERP: it is as if we were creating a new currency in the ERP for the business activities.

The ISB Group will complete its ERP investment with the pioneering SAP Product Footprint Management tool, what are the benefits?

SAP Product Footprint Management, makes it possible to track the company's carbon footprint across the entire value chain. The tool:

- > provides the data needed to calculate the carbon footprint
- > ensures the calculation and its methodology can be audited (compliance with the GHG protocol)
- > implements an action plan to reduce the company's carbon consumption (decarbonisation and reduction of emissions)

This is a strong differentiator, showing ISB Group's commitment to move towards a more sustainable world for its employees and all its stakeholders.

* ERP: 'Enterprise Resource Planning' is a software package that enables the management of all the processes of a company by integrating all its functions

SUSTAINABLE MANAGEMENT



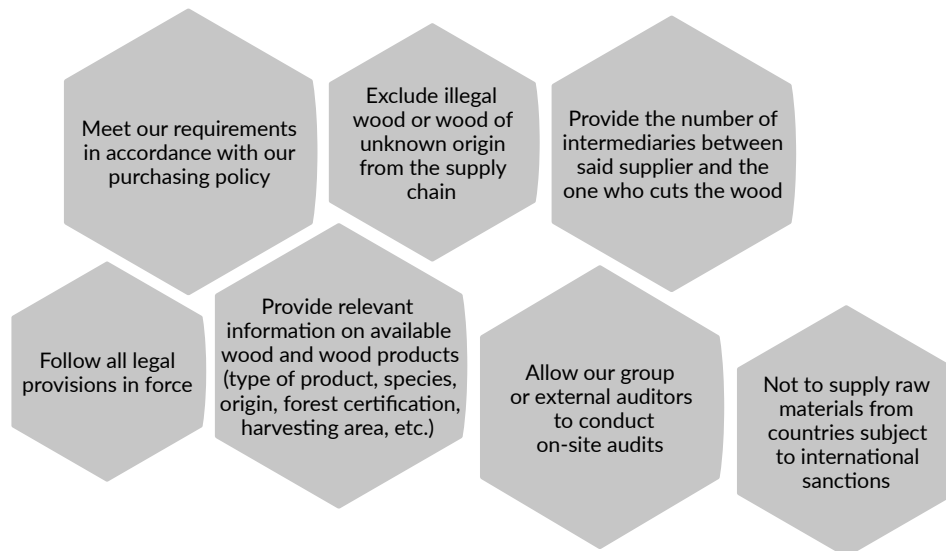
RESPONSIBLE PURCHASING

RIGOROUS AND ETHICAL PURCHASING POLICY

Environmental protection is one of ISB Group's core values. It is impossible to work with wood and ignore the warnings about deforestation and ecology.

Thus, very early on, ISB Group integrated environmental considerations, particularly in its procurement policy. We carefully screen our suppliers and incoming timber on our import platforms and in our factories.

Each supplier contract commits the supplier, among other things, to the following requirements:



COMMITTED APPROACH TO LEGAL TIMBER

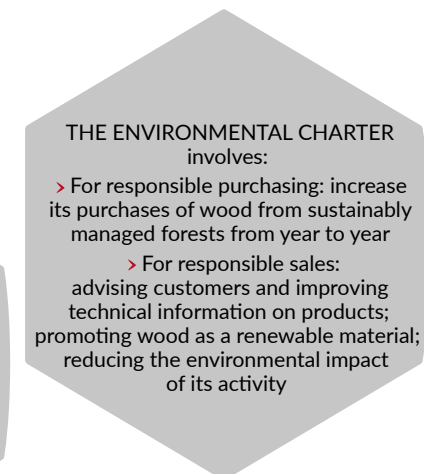
All of our timber complies strictly with EU Timber Regulation requirements.

The European Union Timber Regulation (EUTR) is the European Union's key tool for combating the illegal timber trade. It was adopted on 20 October 2010 by the European Parliament and the Council and applies in full from 3 March 2013.

In France, Le Commerce du Bois is the entity approved by the European Commission to verify compliance with the implementation of the EUTR.

A certificate of compliance is issued annually by Le Commerce du Bois as proof that the ISB Group complies with the implementation of the EUTR.

THE ENVIRONMENTAL CHARTER, to which the ISB Group has voluntarily adhered since 2007, requires companies to act responsibly in terms of purchasing and sales.



A VOLUNTARY APPROACH TO THE SUSTAINABLE MANAGEMENT OF FOREST RESOURCES

ISB Group has owned the PEFC™ and FSC® (C051177) certification chains for more than ten years. Our certifications are the result of a voluntary approach by the company and are renewed every year by an external audit.

FSC® certification is committed to the responsible management of forest resources. This certification is based on 10 founding principles that describe the management rules to be followed to ensure that forests meet the social, economic, environmental, cultural and spiritual needs of current and future generations. They encompass both management constraints and social and environmental requirements.

The PEFC™ certification is committed to the sustainable management of forest resources. This certification is based on two complementary schemes: forest certification and the certification of companies that process wood to ensure the traceability of the material from the forest to the finished product.

Our Group is committed to the following actions, among others:



➤ OUR OBJECTIVE

RESPONSIBLE PURCHASING

➤ Achieve 100% purchase of certified products



La marque de la gestion forestière responsable



A WORD FROM THE FCBA!



Mr François CHARRIER

CERTIFICATION TEAM LEADER

What is your role within the FCBA and the ISB Group?

As head of a Certifications team within the FCBA (L'INSTITUT TECHNOLOGIQUE FORET CELLULOSE BOIS-CONSTRUCTION AMEUBLEMENT), I work on subjects related to the traceability of wood, to ensure it is of certified geographical origin, but also that it has an identified legal and responsible origin. Thus, we are involved at ISB Group to conduct the annual control audits of their certifications (PEFC™, FSC®, CTBB+, CE, etc.).

How do you rate ISB Group's approach to these issues of certification and sustainable management?

With full knowledge of the facts (as I have been auditing ISB for many years), I can say that the ISB Group is indeed taking a proactive approach to certification. I was able to note their desire to invest as much in the research of environmentally innovative products as in a responsible sourcing outlook. ISB has given itself the means (time and in-house staff) to meet the expectations of today's market, while at the same time projecting itself into tomorrow's market. I also note that, in the face of problems or possible obstacles encountered (changing regulations, tougher certification, for example), the company remains in this approach of collective reflection and continuous improvement. Some certification systems can, overnight, impose interpretations and analyses that require technical skills, which we will later check.

Can we say that the ISB Group has progressed over the years?

Yes, we have felt for several years, with the support of the management, that there is a greater willingness to take public opinion into account, which is essential when dealing with issues such as traceability and the purchase of sustainably managed wood. Because that is the trend today, to provide solutions as a responsible company that works with the times and does not stand still. During my audits of the ISB Group, I was also able to note that greater hardware and software resources are being put in place on its sites. The ISB Group is always looking to evolve and invest in more efficient, more environmentally friendly or even less polluting production capacities. Being an auditor, in my own field of activity, is why I can speak about this.

PARTNER RELATIONS

Timber construction issues are now central to the building sector's concerns, particularly with the arrival of the new environmental standard RE2020. Timber must become a preferred material in construction, whether it is local or imported. The entire timber industry must mobilise around this issue. ISB contributes by maintaining contact with leading specialists in their fields.


POOLING & OPTIMISATION

We want to create value with our strategic suppliers by optimising the value chain from the forest to the end user.

With these partners, who share our values, we establish relationships based on trust and consolidate our supplies in a sustainable and responsible manner.

Our Group is committed to the following partners, among others:

SCA, Europe's largest forest owner, is both a minority shareholder in our group and a raw material supplier



Distribution agreement with MASONITE, manufacturer of engineered wood products



METSÄ, Europe's leading forestry cooperative, distribution agreement for MetsäWood's KERTO® brand products, an engineered product manufacturer rough



➤ **OUR OBJECTIVE**

PARTNER RELATIONS

➤ Develop new and sustainable supplier partnerships



A WORD FROM OUR SUPPLIER PARTNER!

Anders PETERSON

INNOVATION MANAGER, SCA WOOD

What pooling is in place between SCA and the ISB Group in terms of research and development, product innovation or other?

We have a strong cooperation, SCA Wood, SCA R&D and ISB Group have common projects: the sharing of experience has been established for many years in some areas and more is to come. Examples of jointly developed products are heartwood (Heartwood ranges), painted products, modified wood and impregnated products. A safe bet for both parties.

Regarding certification, we also exchange best practices on the management of FSC and PEFC certification.

SCA Wood has also launched a PIM* tool in 2022 which was presented to the ISB Group board. For the time being, SCA Wood Supply Scandinavia's products have been included (product photos, lifestyle and videos), which the ISB Group is free to use. More SCA Wood products will be added to this library, as well as BIM** files, most likely in 2023.

What measures have been put in place between SCA and the ISB Group to improve the logistics model?

Recently, we have improved the planning of SCA timber maritime transport to the ISB Group. We have established a schedule of ship rotations from SCA's Sundsvall and Rundvik sawmills, which are also located in ports, thereby reducing the number of kilometres travelled and our carbon footprints. With this upstream logistical organisation work, the ISB Group can plan its production and deliveries. Through these optimisations, we make our relationships and activities even more secure.

In terms of carbon footprint, what measures does SCA Wood take?

SCA Wood has launched carbon footprint reporting on its electronic invoices. SCA Wood has chosen to follow the following international standards: EN 15804 and ISO 14067. The available analyses include the entire value chain, from the raw material of trees in the forest to our sawmills. The carbon impact in the share of transport to our customers should be launched in 2023. At the end of 2021, SCA Wood launched its own sustainability strategy in agreement with the SCA Group. We are committed to:

- > Reducing our fossil fuel emissions by 20%. Our ambition is for SCA Wood to be 75% fossil fuel-free by 2030.
- > Efficient use of resources: maximising the economic return from sawing; energy-efficient production (reducing energy consumption by 2.5 GWh).
- > Communication and marketing: increasing awareness of our sustainable commitments among our employees and customers.

We have, for example tested electric trucks at the Bollsta sawmill. In addition, through our ability to use our chips to fuel our sawmills, we already generate relatively modest carbon emissions. The pilot project we are currently running at our sawmill in Bollsta is one of many examples, clearly demonstrating that SCA is a committed company.

How can we continue to co-construct together and create not only financial but also environmental value?

There is much to be done with product development. To promote timber construction and learn from each other in this field. And much more, as long as we keep this dialogue constant and transparent. The SCA Group's value chain is truly strong and unique. SCA Wood's sustainable strategy is aligned with this value chain. It is the joint responsibility of SCA Wood and the ISB Group to work together and support each other.

*PIM: Product Information Management

**BIM: Building Information Modelling

EXPERTISE AND COMMUNICATION



SOCIETAL RESPONSIBILITY

Our Group is fully aware of its role as a major player. Acting responsibly and being exemplary also means sharing our know-how. We want to inspire more people to choose wood.

TRAINING AND INSPIRING

Promoting wood as a renewable material and raising awareness among our customers and the general public of the eco-responsible advantages of wood is one of our priorities.

In the area of responsible sales, the ISB Group advises its customers and improves the technical information on products available to them, particularly through detailed documentation or partnerships with schools.

Our Group is committed to the following actions, among others:



The FIRE SOLUTIONS Guide provides access to easy to find, relevant and effective solutions (cladding or building systems), in compliance with fire regulations

With its PROFESSIONAL'S GUIDE, the ISB Group and its brands provide the best visibility on their know-how

The 40 pages of the TECHNICAL SPECIFICATIONS, included in the Professional Guide, details with pedagogy the knowledge necessary to accompany our clients in the success of their projects.

Silverwood, partner of ArchiMaterial, with its 'Connected Materials Libraries', we provide access to connected samples of eco-responsible wood solutions in more than 32 architecture and design schools

In order to assess the environmental impact of the building (in particular greenhouse gas emissions), we have environmental data on the components of some of our products (exterior planned products, cladding and terraces) with the EHSF*

Silverwood professionals also take part in the Round Tables proposed within Opération Campus



> OUR OBJECTIVES

SOCIETAL RESPONSIBILITY

- > Launch of the WOOD ACADEMY, a club which partner members will be able to join and thus benefit from the Group's know-how. This is in order to:
 - Promote the development of skills
 - Create motivation and remove obstacles
 - Share know-how



- > Strengthen school relations to encourage knowledge sharing and the development of new ideas (tutorial projects or workshops in companies, involvement of ISB professionals in schools or universities, etc.).

* Environmental and Health Declaration Sheet

A WORD FROM THE MARKETING EXPERT!



Jean-Marc MORNAS

STRATEGIC MARKETING CONSULTANT

What is the current situation in the wood market like?

The current context is favourable to the use of wood in construction. Environmental awareness with the tightening of regulations on the carbon footprint of buildings should favour timber frame construction in the coming years.

RE2020 is an opportunity for wood, but also a challenge, in that timber components, used in structures, interiors and exteriors, must position themselves in relation to the 2025, 2028 and 2031 carbon thresholds and demonstrate their contribution to the carbon footprint of buildings.

How do you think the ISB Group can meet the environmental expectations of the market?

ISB Group, a leading French manufacturer of planed wood used in structures, interior and exterior fittings, is well aware of the impact that its products can have on the overall performance of construction in terms of both energy consumption and carbon footprint. ISB is committed to presenting environmentally friendly products, advocating transparency on the origin and certification of wood supplies.

The challenge that awaits ISB is to accompany its customers, users and/or consultants, in the environmental transition that will take place in construction in the years to come and demonstrate the benefits of ISB products on the performance of the building. ISB has become aware that it is not a simple supplier of wood products, but a manufacturer of components in a construction system that must be virtuous. The ISB Group is therefore very attentive to the expectations of project managers regarding carbon footprint aspects and now regularly questions its user customers in order to be able to develop its offer and its sources of supply.

As a leader, ISB has an indisputable role in training, in accompanying the market players in order to help them in the environmental transition to achieve better designs and/or renovate buildings with wood products. To this end, ISB is implementing a prescription process that is fully in line with its CSR approach.

What are the challenges ahead for the ISB Group?

Societal changes that favour reasoned purchases, short circuits and 'made in France' products are a challenge for which ISB must provide answers.

As it has always chosen to manufacture its wood products in France and develop its platforms around the major French ports, contributing to the economic and social development of several regions, this is a genuine CSR commitment. In addition, ISB is committed to using environmentally friendly products for wood treatment and finishing. For the years to come, in order to respond to the expectations and concerns of the market with regard to the origin of wood and the management of forest resources, ISB must think about developing an offer of French wood and show more commitment to the reasoned management of forest resources on French soil and in the countries where it obtains its wood.

ISB in its CSR approach must be able to provide answers and take charge of training project owners and project managers on these subjects. Investing these CSR themes in a prescription approach will make it possible to reassure market players who are already convinced of the benefits of wood and attract neophyte players to encourage them to favour wood in their projects.

ENVIRONMENTAL RESPONSIBILITY

We want a meaningful business strategy, becoming a leading industrial player with this CSR approach. So, we strive to make every stage in the product development process as virtuous as possible. We purchase naturally sustainable wood upstream, manufacture using bio-based finishes, right up to the packaging. Each stage in the life of our products is now thought through to make the least environmental impact.

INNOVATION, THE 'I' IN ISB

Our marketing teams are constantly on the lookout for ways to develop our products and imagine those of tomorrow. We work closely with our suppliers, users and schools in the area.

Wood is a fantastic source of inspiration for designers, engineers, architects and builders. Our brands are always trying to be one step ahead of the game in order to bring wood fully into the present by offering eco-responsible product references.

Our Group is committed to the following actions, among others:

HEARTWOOD decking and cladding, made of at least 99% hardwood, which gives it a long service life

THERMOWOOD decking and cladding, a natural wood that is heat treated without any chemicals. A stable, durable and eco-responsible product

WOODAFIX™ by Silverwood: an innovative concept of interior decoration: decorative wooden panels, easy and quick to install. A product sold as a kit in certified cardboard packaging



ON THE ROAD TO BIO-BASED SOURCING

In order to adapt its ranges to the expectations of our customers and specifiers on their projects, our brand Silverwood has recently integrated new references of cladding with bio-based saturators as well as terraces with bio-based preservation. With the intention of extending these responsible solutions to all our wood products with finishes.

These are finishes/preservations in which some of the chemical components (resin, co-formulant, etc.) are of plant origin instead of being of petroleum or chemical origin.

Our Group is committed to the following actions, among others:



HEARTWOOD
cladding and decking boards with a bio-based sourcing finish or preservation. A unique combination of 'naturally sustainable wood' and 'bio-based' wood on the market

Class 2 bio-based preservation on all our sites

> OUR OBJECTIVES

ENVIRONMENTAL RESPONSIBILITY

- > Search for other solutions for natural and eco-responsible preservation
- > Extend bio-based finishes
- > Search for alternative certified species
- > Expand our search into the packaging of all our finished products and wooden packages



WOOD COATINGS

A WORD FROM OUR BIO-BASED FINISH MANUFACTURER!

Sébastien RIVIÈRE

SALES DIRECTOR MASQUELACK FRANCE

What are the advantages of bio-based finishes compared to conventional finishes?

The first equation to be taken into account when switching to bio-based products is to ensure equivalence in terms of guaranteed technical performance and durability identical to a conventional finish. Bio-based finishes are partly made with raw materials from renewable organic matter (biomass) of plant origin. During their growth, bio-based materials of plant origin are able to capture CO₂ from the atmosphere via photosynthesis. Because of their removal, plants contribute to the reduction of greenhouse gases in the atmosphere and thus limit global warming phenomena.

How does the ISB Group develop its bio-based finishes?

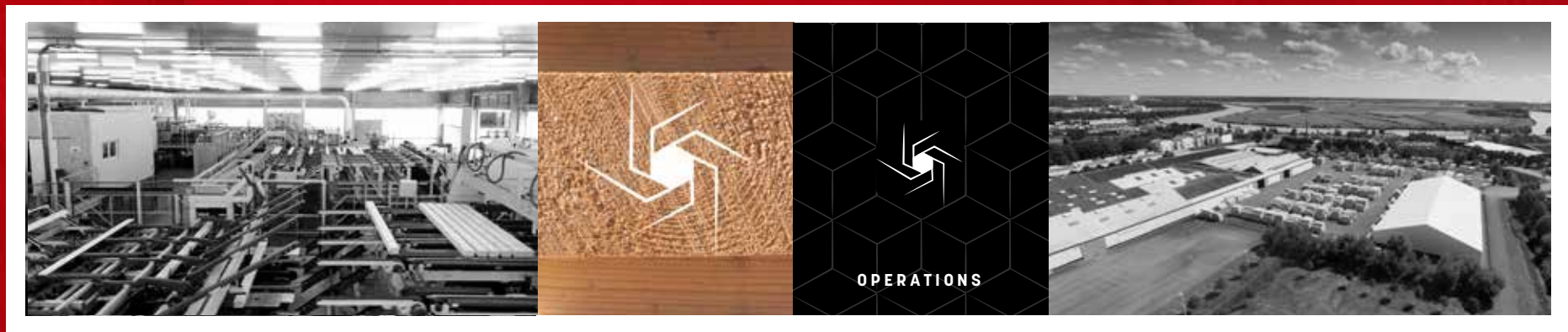
A driving force in responsible research and development, the ISB Group was one of our first partners to use bio-based saturators, which means that it can now offer three references of saturated cladding, with trendy bio-based colours. Before that, all the products offered were already designed in water-based phase, i.e. with a water-based finish.

What are the next steps for development with the ISB Group?

In the future, we plan to further develop bio-based finishes. This is part of a continuous improvement process and will be the logical continuation of the eco-responsible approach to which the ISB Group is committed in terms of finishes. Developing these innovative, eco-friendly solutions requires joint industrial trials and research and development, which we are delighted to be conducting with the ISB Group.



REDUCED ECOLOGICAL INDUSTRIAL IMPACT



ENERGY SAVINGS

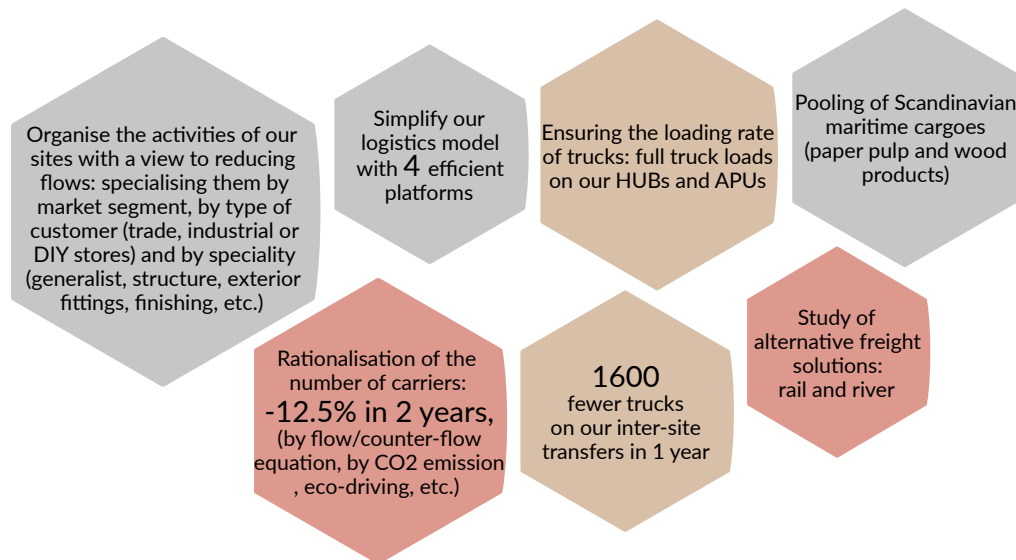
The steady growth of ISB Group means it can pursue a continuous investment strategy in its operating territories through simplification, specialisation and concentration. Future investments will shape this consolidation and serve ISB's mission reflecting its societal inspirations guided by an industrial ecology logic.

REDUCE OUR CARBON EMISSIONS BY OPTIMISING OUR FLOWS

Over the years and with growing volumes to process, the company has transitioned from an industrial company to a wood logistics company. Each year, thousands of m³ of timber are processed by our hubs, factories and platforms, with the sole objective of satisfying our customers.

Transport is responsible for a large share of CO₂ emissions from fossil fuels. Our daily commitment is to reduce these emissions by optimising our flows. The ISB Group works every day to ensure that its logistical plan is the most efficient, the most virtuous and always consumes fewer trucks on the road.

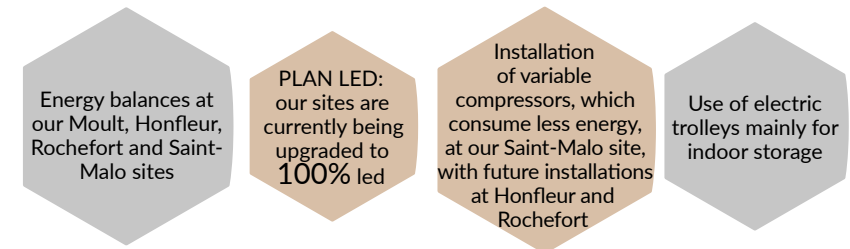
Our Group is committed to the following actions, among others:



REDUCE OUR ENERGY CONSUMPTION BY OPTIMISING OUR TOOLS

We regularly invest in equipment that is more efficient, safer and more energy-saving.

Our Group is committed to the following actions, among others:



> OUR OBJECTIVES

ENERGY SAVINGS

- > In our transport: reduce our CO₂ emissions by 5% in 3 years
- > Joining a transport and environment programme
- > Selecting our carriers based on their carbon footprint
- > Study for the installation of photovoltaic panels in Moul
- > Install start-and-stop devices on internal combustion engine trucks
- > Study for the installation of a rainwater recovery system to supply the autoclave tanks at our Rezé and Moul sites
- > Equip our production lines with low consumption electric motors

A WORD FROM THE B2E-BRITTANY ECO-ENTERPRISES ASSOCIATION!

Loïc ÉVAIN

STAKEHOLDER DELEGATE OF STAKEHOLDERS IN THE ECOLOGICAL TRANSITION
IN BRITTANY



Can you speak about B2E for us?

B2E is the centre for ecological and energy transition in Brittany. Bringing together more than 150 companies, local authorities and training establishments, the network aims both to facilitate the development of eco-companies and to accelerate eco-responsible projects in Brittany. This dual mission is implemented through the sharing of sectoral information, the pooled promotion of the skills and good practices of the network's members, and above all through the animation of a dozen thematic groups.

On which subjects is ISB Group present?

Several of the Thematic Groups (TGs) deal with topics that are relevant to VSI. Firstly, the CSR WG enables committed companies, whatever the maturity of their approach, to share their good practices and benefit from the feedback of other members. The Waste Resources WG is working on the circular economy and the impacts of the AGEC law on businesses. The subject concerns ISB in several respects: EPR of building materials, recovery of wood waste, etc. The Building WG focuses on the energy and climate performance of buildings, both in new construction and renovation. The use of wood in construction is one of the levers of this global performance. The Mobility WG targets both the mobility of people, particularly for home-to-work journeys, but also the evolution of freight transport for supplies and deliveries. In addition, other WGs may be of interest to ISB: the Biogas-Biochar W.G. for the energy recovery of its co-products, the Biodiversity WG to become aware of and develop the link between the activity and living organisms, the Air Noise Odour WG to work on reducing its industrial impacts, etc.

What can B2E bring to the ISB Group? How can the B2E network help?

The B2E value proposition to its members is threefold:

- > Information: identification of specific skills or funding (ADEME or other) to implement an environmental improvement action
- > Promotion: the shared communication tools (website, newsletter, social networks) are all channels for relaying the promotion of VSI good practices
- > Networking: what could be better for a CSR manager than to be able to exchange directly with their peers on the difficulties encountered and the solutions found in the deployment of the manager's approach?

And you, as a member of the Ille-Et-Vilaine CCI, do you have a message for the ISB Group?

In the face of the many challenges posed by the transformations underway (environmental, digital, societal, etc.), companies must develop a systemic approach and prioritise their issues:

- > The systems approach invites us to step back and embrace the complexity and multiplicity of the challenges of sustainable development
- > Prioritise your issues: if reflection on the issues of Sustainable Development requires a multi-criteria (systemic) approach, the resulting CSR approach then benefits from defining and assuming its priorities. In this context, ISB is in regular contact with the Chamber of Commerce and Industry, particularly on issues such as energy and waste, in search of advice and contacts for a successful energy and ecological transition. This link is complementary to the resource that BE2 represents.

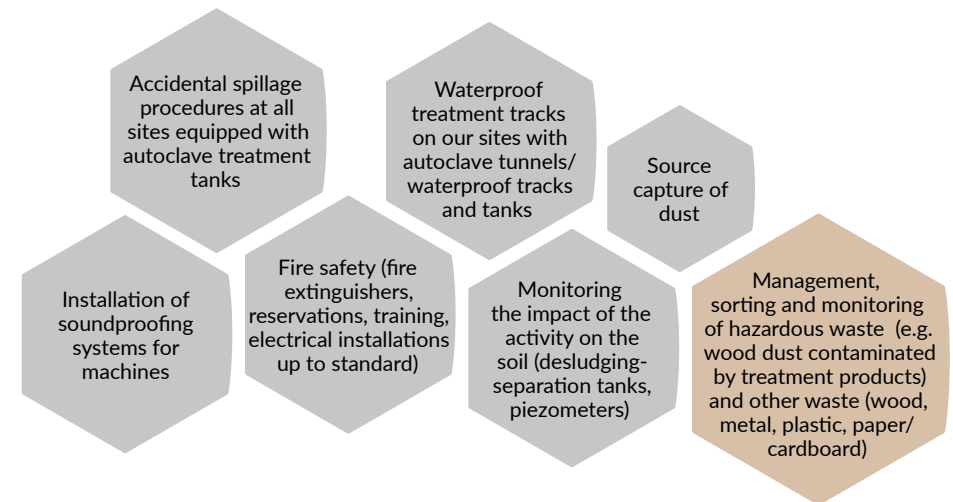
REGULATORY

COMPLIANCE WITH LEGISLATION

For 60 years, our Group has chosen to favour French production, relying on the expertise of its employees while respecting French legislation. We comply with the regulations set by the ICPE* regime.

All our sites are classified as ICPE, we must have as little impact as possible on water and soil pollution, noise pollution, air pollution, etc.

Our Group is committed to the following actions, among others:



> OUR OBJECTIVE

REGULATORY

- > Implementation of an ISO14001 APPROACH

CIRCULAR ECONOMY

PRODUCE, USE, REUSE

In contrast to the traditional economic model (produce, use, throw away), the circular economy creates a virtuous cycle: waste is now a raw material to be recovered.

For several years now, we have been in contact with a number of associations in the field of reevaluation.

Our Group is committed, among other things, the following actions:

AT Saint-Malo, the MéGO association collects butts from our site to recycle them into street furniture

Partnership with the Circul'R associations in Rochefort and La Matière near La Rochelle

40 m³ of recycled wood: partnership with the Gueule de bois association in Nantes (see testimonial opposite)



A WORD FROM THE GUEULES DE BOIS ASSOCIATION!

Matthieu SAIDANI

FOUNDER AND DIRECTOR OF THE ASSOCIATION

Can you speak to us about the Gueules de Bois association?

The Gueules de Bois association has set up in 2019 a channel for recycling wood from industry and construction in the Nantes area. We carry out actions to collect and recycle wood waste in our shared workshop, located on the island of Nantes. This recycling scheme manages wood waste more responsibly and sustainably.

What does the partnership with ISB consist of today?

The ISB Group has been supplying us with most of the wood collected for almost 2 years (already 20.10 m³ collected in the first half of 2022 and 30.7 m³ in 2021). With a few other suppliers, this raw material has been used for 60% of our participatory projects, mainly for outdoor structures in public buildings, and we are aiming for 80% by 2024.

What benefits have you and ISB noticed?

The recycling of wood waste has a dual benefit, both environmental and societal. By using the material in its entirety, we reduce the carbon impact (less transport, less destruction, less energy consumption, etc.). We also manage to raise awareness among professionals and individuals who recycle them. At first they were rather reluctant, but now they realise that waste wood is just as noble and healthy, and ultimately of the same quality as 'new' wood. The term 'waste' does not necessarily make sense, wood is still wood, we can use the terms 'scrap' or 'overstock'. This revaluation also allows us to federate, we conduct participatory projects with young people and inhabitants. By working together with wood, they talk about it and get a taste for it. The city of Nantes, our main customer, is very active on the subject and wishes to develop other recycling channels, with household waste, for example.

For ISB, the main advantage is obviously to reduce its volume of waste. This type of partnership is clearly a win-win situation. By setting up an intelligent sorting system and sharing the results of the association's work, ISB's employees in Nantes are becoming aware of the importance of the smallest piece of wood.

How can we continue to support you in this process?

Today, the partnership works locally, we could think about duplicating it tomorrow at national level. A grant from ADEME should help us to strengthen our team, develop our communication and duplicate our actions in other cities. We could then envisage a correlation with the other sites of the ISB Group, or even take advantage of its network of professional customers by making them aware of the virtuous circle of recycling.

We would also like to increase the frequency of collections, but at the moment we are limited by our storage and logistic capacities. Summer is a time when there are many participatory work sites, neighbourhood or school developments take place and we run out of material. We are also seeing demand for wooden cladding boards. We need to invest in suitable trucks, a forklift, and storage racks. Discussions are underway with the ISB Group for a possible exchange, by providing us with storage racks, we could, in return, make you a wooden workstation.

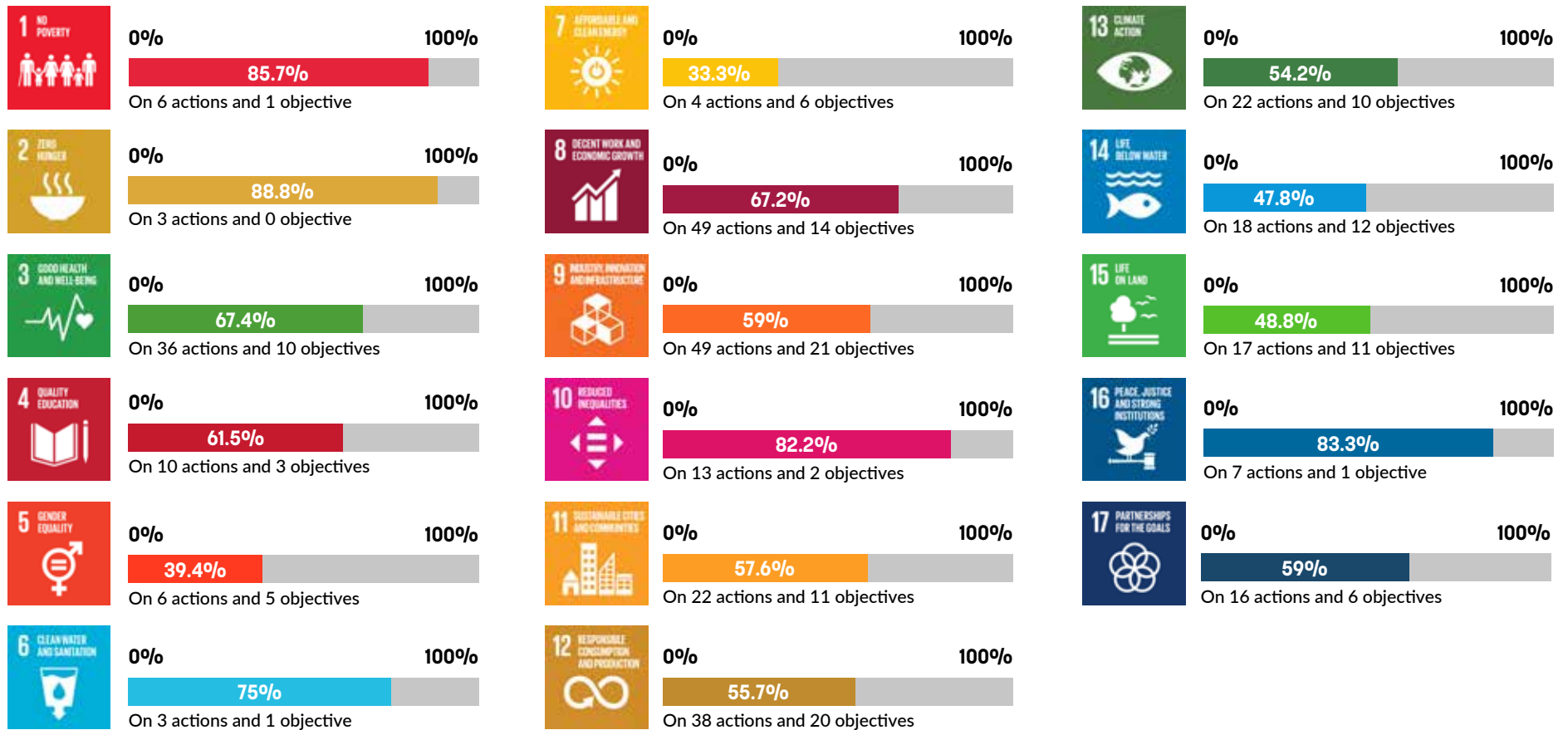
In addition, we could organise visits to our shared workshop, why not invite some of your employees to come and work with us, passing on the passion for wood and your know-how. There are as many ideas in the pipeline as there are potentials identified! We are delighted with this collaboration, which can only develop in a positive direction.

> OUR OBJECTIVES

CIRCULAR ECONOMY

- > Going further in the sorting of waste (paper/cardboard/plastic) with the aim of drastically reducing our OIW bins
- > Establish other local partnerships for recycling our waste wood
- > Recycle our wood waste by making our own pellets

PROGRESS MADE



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