



CULTURE D·OBJET

CSR REPORT  
**CORPORATE  
SOCIAL  
RESPONSIBILITY**



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  - Reducing and measuring the carbon footprint of our activities





## A word from Patrice Carnet



As a key player in the event sector and brand space creation, Culture d'Objet has always anchored its development in innovation and excellence. Like the luxury sector, which constitutes 90% of our clientele, we uphold values of responsibility and sustainability. For over 30 years, numerous collaborations have been initiated and sustained thanks to these shared convictions.

Staying true to these principles, the company aligns its actions and strategy with sustainable development and responsibility objectives that infuse every aspect of the Culture d'Objet ecosystem. Our CSR commitment is built on concrete, measurable actions, complemented by labels and certifications: Culture d'Objet is now recognized as a Living Heritage Company, awarded EcoVadis Gold in 2022 & 2024, and certified with ISO 26000 (AFNOR) and Responsibility Europe since 2023.

These recognitions benefit our employees, clients and partners alike. They guide our daily operations as responsible manufacturer of sustainable, inspiring, and timeless luxury.»

Patrice Carnet  
*President of Culture d'Objet*





## Manufacturer

support and produce  
brand spaces

## of sustainable

with respect for resources,  
humanity and environment

## universes

for a customer experience  
expressed in all  
its dimensions





**CULTURE D·OBJET**

## A Multiexperiential DNA

For 40 years, Culture d'Objet has been bringing to life spaces of the world's leading luxury brands in fashion, jewelry, watchmaking and design.

From unique pieces to series production, Culture d'Objet has always maintained complete project management. This initial vocation has endured, supporting the enhancement of our skills and the expertise of our teams.

Scenographed and event spaces, furniture, decorative elements and objects, each creation adheres to a long-term vision and a commitment to circularity.

The unwavering passion of our teams preserves artisanal knowledge, ensures its transmission, and allows us to offer a new kind of luxury, sustainable and desirable, expressed across all dimensions of our ecosystem.



# Four Decades of Commitment



## Decade 1

### From ephemeral to permanent products

Transition from a point-of-sale display manufacturer to a brand environment designer

- > Upgrading product quality and team expertise



## Decade 2

### From international to awareness

Establishment of three production sites (Mexico, Île-de-France, and Vendée)  
Development of responsible and frugal solutions in a mass market constrained by mobility

- > Creation of ready-to-assemble kits to streamline transportation and installation
- > Production in small series to optimize resources and processes



## Decade 3

### From maturity to regional anchor

Culture d'Objet focused its activities on a single production site to minimize movement of people and materials

- > Development of a local ecosystem based on regional partnerships
- > Definition of a CSR policy



## Décennie 4

### From CSR commitment to recognition

The entire organization is dedicated to a production model respectful of people and resources.

- > Valuation through labels (Living Heritage Company, EcoVadis Gold, Engaged CSR Confirmed Level).
- > Completion of a positive energy-building model, reduction of the carbon footprint
- > Launch of 2vies program





## Key Figures

### EXPERIENCED

4 decades of expertise

### SUSTAINABLE

€10 millions in turnover

### HUMAN-SCALE

50 employees

## Activities

### 40% > LUXURY EXHIBITIONS

Prestige pop-ups and traveling exhibits

### 30% > VISUAL MERCHANDISING

Luxury window displays and in-store design

### 15% > SPACE SCENOGRAPHY

Identity-based layouts and furniture

### 15% > PRIVATE COLLECTIONS

Custom crafting of client products







An organization  
supporting our  
CSR policy



## Ethical and responsible governance

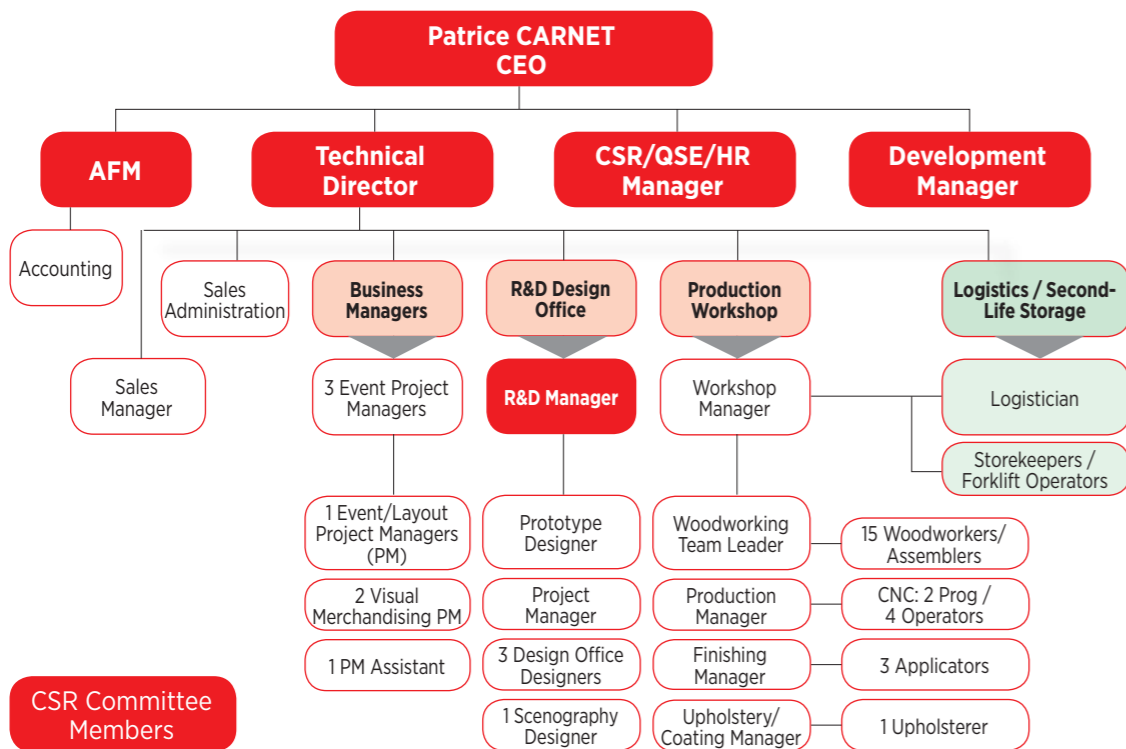
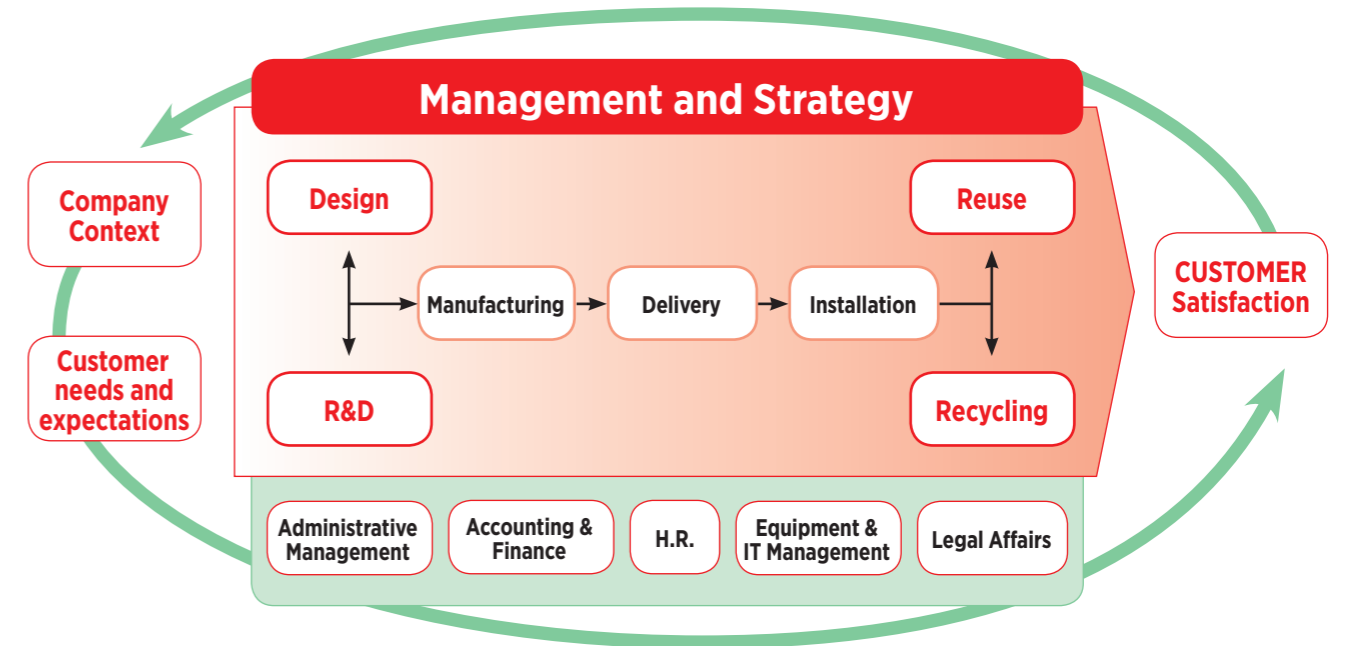
The operational governance of our **CSR policy** relies on a **collaborative structure**. It is guided by efficient tools and **regular consultation**. This ensures that every CSR action aligns with our values, **environmental objectives, social, economic** goals and with our stakeholders expectations.

Every year, we conduct a CSR issues analysis to prioritize efforts in areas with the most significant impact. Once these priorities are identified, our CSR governance committee **drafts a multi-year roadmap**.

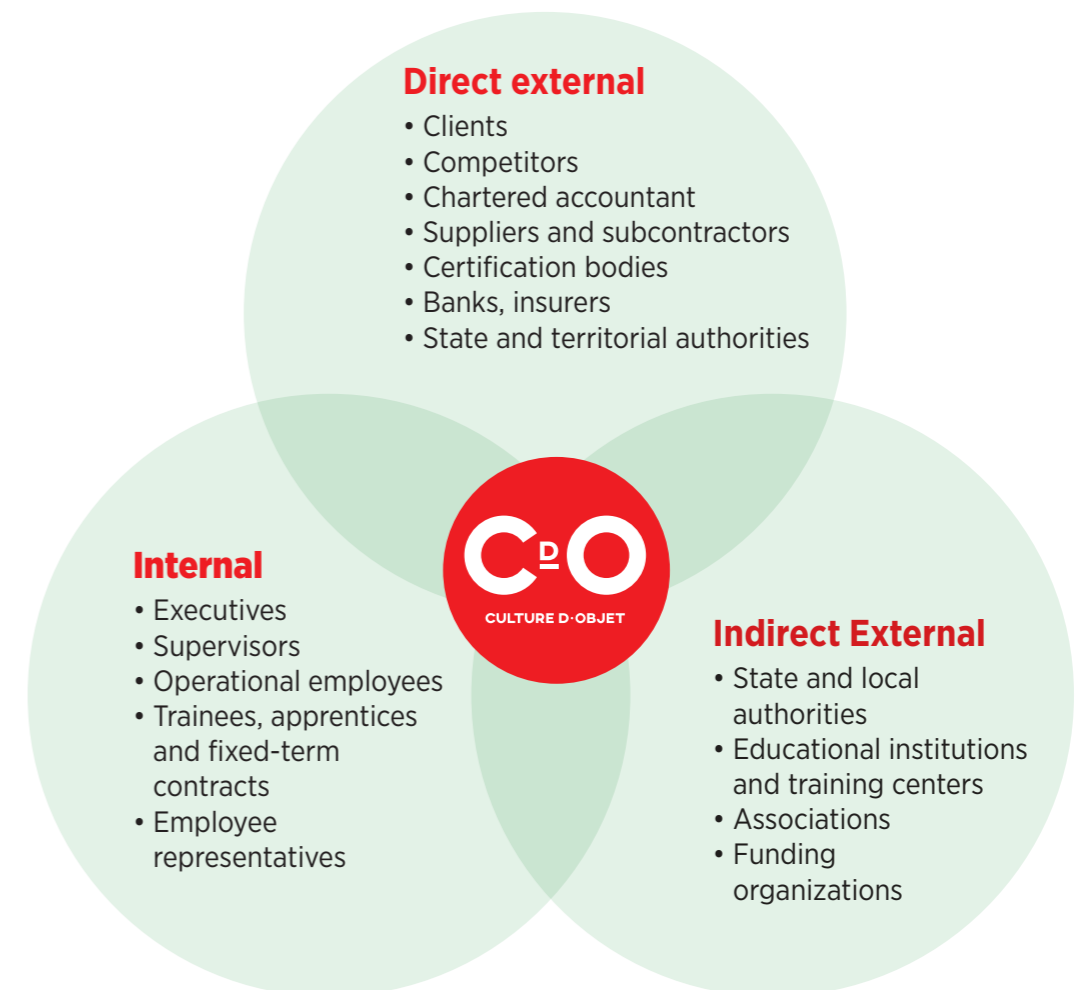
Operational teams transform these objectives into concrete projects. Each project is overseen by a dedicated manager who monitors **key performance indicators** (KPIs) and coordinates the necessary actions for implementation.

**Quarterly committee meetings** are held to evaluate project progress. Results are analyzed to adjust the strategy, strengthen actions, and address encountered challenges.

## Operational governance of our CSR Policy



## Our stakeholders





# CSR materiality matrix



## Top 5 stakeholder expectations

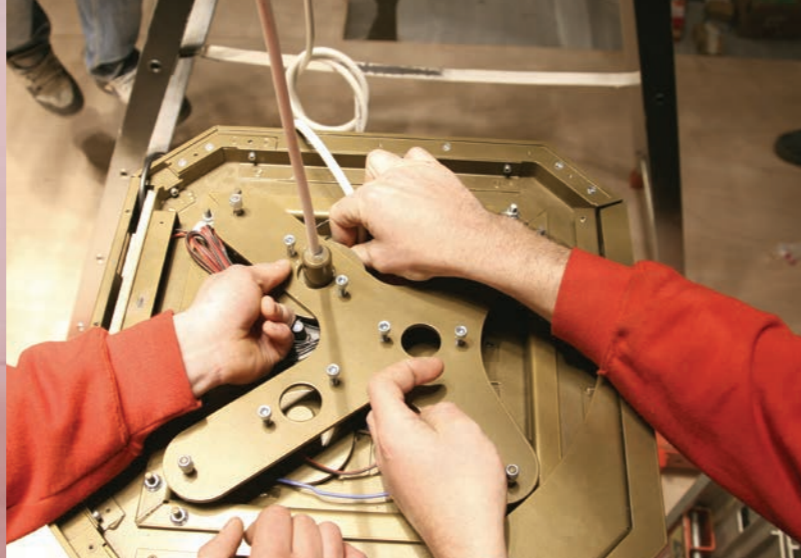
- 1/ Compliance with certifications and regulations (e.g., ISO, REACH, labor rights...)
- 2/ Respect for human rights, labor codes and ethical practices
- 3/ Innovation as a driver of client satisfaction
- 4/ Reduction of carbon footprint and energy management
- 5/ Integration of eco-construction and eco-management into company policies

## Ordre de priorité

- 1/ You are affected by certifications or regulations such as ISO, Reach, ECSS, Human Rights, Labor Code...
- 2/ Respect for human rights, labor laws and ethical practices is important in business operations
- 3/ Innovation is a «booster» for customer satisfaction
- 4/ Every company must reduce its carbon footprint and improve energy management
- 5/ Eco-construction and eco-management should be part of a company's policy
- 6/ Listening and communication are important in your relationship with a/our company
- 7/ Offering competitive deals is a success factor
- 8/ «Think global, act local» is a good motto
- 9/ Work relationships and conditions: health and well-being are essential
- 10/ Product and service quality must be optimal
- 11/ Waste sorting must be implemented everywhere
- 12/ Combating corruption, respecting values, transparency and loyalty in practices should be visible within an organization
- 13/ Being a job creator is an asset for a company
- 14/ Moral values, trust, partnership, confidentiality, integrity and fair competition must be present in a company
- 15/ Diversity and anti-discrimination are criteria that lead you to collaborate with a company
- 16/ Accidents must be prevented, and safety must be ensured in a company, even for customers/consumers
- 17/ A company must keep improving, even if customer expectations are met
- 18/ A quick and reliable response time is a key factor in exchanges
- 19/ Sponsorship and support for local heritage are important for a company's image







Expertise with a positive impact





## Ecodesigning in collaboration with our clients

Culture d'Objet's CSR approach is rooted in an assertive strategy to reduce greenhouse gas emissions (GHG). Through our Research and Development department, we collaborate with clients to select low-carbon materials and incorporate reuse and disassembly plans from the project's inception.

**Reuse across events avoids 100% of GHG emissions associated with raw materials. End-of-life dismantling ensures proper recycling processes.**

**75%**

is the carbon footprint reduction measured by Culture d'Objet for reused event projects



### LISTENING

- Customers, sales representatives
- Commercial relationships
- Sales administration



### DESIGNING

- Eco-design
- Research & Development
- Drafting, plan editing, modeling, prototyping
- Material library



### SHAPING

- CNC machining
- Custom craftsmanship (cabinetry, marquetry, engraving, sculpting, modeling, marquetry)
- Sanding, applying (paint, varnish, lacquer, patina)
- Upholstery, covering, saddlery
- Dust-free assembly



### STAGING

- Installation and removal of works
- On-site layout
- Photos, videos
- Assembly instructions
- Kit packaging for travel



### REPURPOSING

- Second life
- Customization and restyling
- Partnerships with 7 outlets for recycling 75% of materials

## Crafting with responsibility

Over the last decade, our expertise has evolved to offer greater performance and responsiveness. 8 artisanal trades have been consolidated to deliver high-value solutions for each project. These include **woodworking, marquetry, sculpture, upholstery, lacquering saddlery and modeling**, ensuring unparalleled quality and creativity.

Our R&D department complements these internal skills with an ambitious ecodesign program, developing **new materials and more frugal production processes**.

## Reusing to minimize impacts

Our **2vies platform** manages the **dismantling** and **valorization** of all decorative elements, making reuse a central pillar of our environmental and CSR strategy. This approach **reduces GHG emissions**, provides **financial savings** and ensures **regulatory compliance**. Some of our customers are already committed to this innovative approach, and we support them in measuring their carbon footprint and calculating the savings generated.

The recycling of components guarantees a controlled end-of-life, and limits CO2 emissions by limiting the extraction of raw materials.

### Customer project carried out in 2022 and partly reused year 2023

The R&D department's solutions have made it possible to renew the same project over two years, 2022-2023, **thanks to a design focused on the dismantlability, separability and reuse of elements**.

The elements of the first project reduce costs and eliminate the environmental impact of remanufacturing.

**+41%**

### SAVING

Financial gain : € 190.728 by reuse the following year thanks to the 2Vies platform

**101,76 TCO2eq**

### GHG EMISSIONS AVOIDED

representing 74% of the initial project's carbon footprint





A story  
in perpetual  
motion



## EcoVadis Gold 2024: validated CSR performance

EcoVadis, a global platform for evaluating CSR performance, assesses companies on their sustainability efforts.

### Culture d'Objet's evaluation encompasses four main CSR domains:

- 1/ Environment: managing ecological impact and emissions
- 2/ Social and Human Rights: workplace conditions and employee rights
- 3/ Ethics: transparency and corruption prevention
- 4/ Responsible procurement: accountability throughout the supply chain

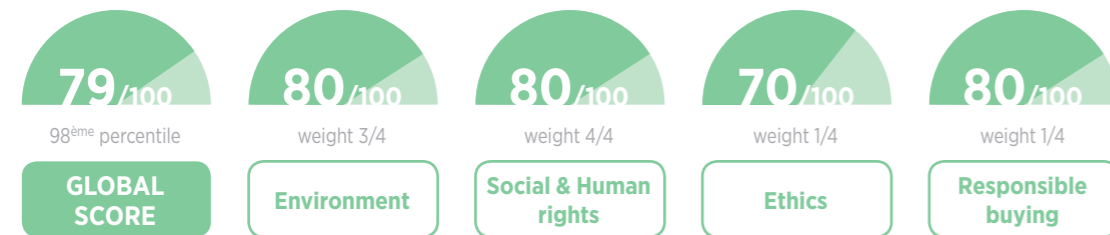
In July 2024, Culture d'Objet was ranked in the top 5% of companies awarded a gold medal. Within the furniture manufacturing sector, we rank:

- Top 1% for responsible procurement
- Top 2% for social and human rights
- Top 6% for environmental performance

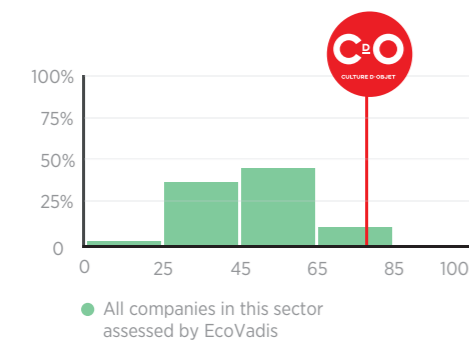
These achievements confirm our commitment to measurable CSR actions supported by all our teams and partners.

## CSR PERFORMANCE

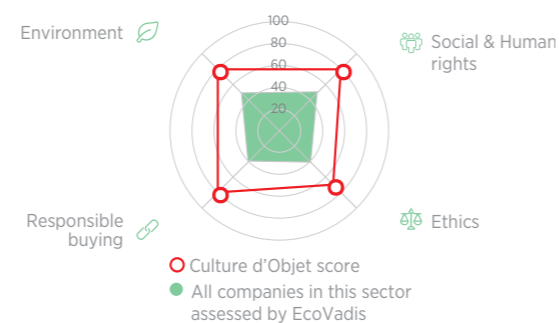
### Detailed score



### Overall score distribution



### Comparison of theme scores



## Living Heritage Company: recognition that benefits our whole ecosystem



Obtaining the «**Living Heritage Company**» label certifies the entire company's commitment to excellence. Each craftsman is the guarantor of the preservation of a sensitive ecosystem, in which **excellence is expressed for the benefit of our customers and partners.**

This recognition is also an element of attractiveness for **future talents** who will join Culture d'Objet and ensure the **continuity of French luxury craftsmanship.**

### CdO has demonstrated the reality of virtuous practices

- Mastery of rare skills, including endangered artisanal techniques
- Economic and cultural significance: contributions to France's heritage.
- Strong local roots: firmly established regional partnerships
- Innovation coupled with tradition: combining modern advances with traditional methods



## Global Compact membership: a commitment to global CSR

Culture d'Objet aligns its CSR policy with three core principles:

1. **Environmental respect**
2. **Social responsibility**
3. **Business ethics**

As part of its Afnor certification, Culture d'Objet's CSR approach was assessed in relation to the 17 Sustainable Development Goals established by the member states of the United Nations and brought together in the Agenda 2030.

The Global Compact is an initiative launched in 2000 by the United Nations to encourage the world's manufacturing companies to adopt a socially responsible attitude.

By joining the Global Compact, companies voluntarily commit to aligning their operations and strategies with ten universal principles relating to Human rights, labor standards, environment and anti-corruption.

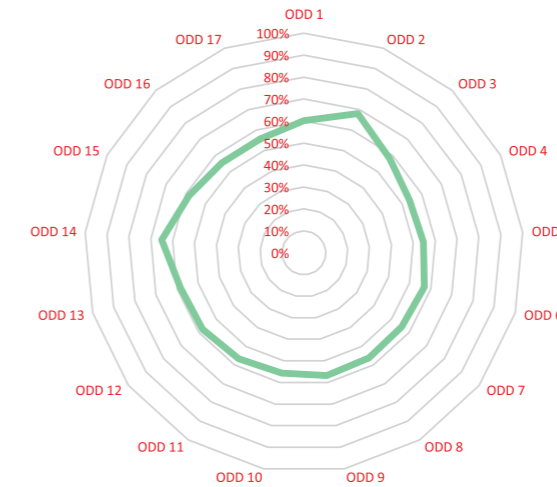
**The ten principles are divided into four main areas:**

- 1/ Human rights (protection of and respect for human rights)
- 2/ Labor standards (abolition of forced and child labor, respect for freedom of association)
- 3/ Environment (preventive approach to ecological risks, promotion of environmentally-friendly technologies)
- 4/ Corruption (zero tolerance of corruption in all its forms)

The Global Compact encourages companies to publish an annual Communication on Progress (COP), a progress report on their actions to respect these principles. This reinforces the transparency and credibility of companies committed to global social responsibility.



## Label Engagé RSE : la confirmation de la portée nos actions



This label is awarded to companies, communities and organizations that implement and follow sustainable and responsible practices.

**To obtain the label, Culture d'objet was assessed according to several criteria, including:**

- 1/ Responsible governance (ethical and transparent decision-making)
- 2/ Respect for human rights and labor standards
- 3/ Environmental protection (resource management, reduction of the ecological footprint)
- 4/ Impact on local development and community involvement
- 5/ Fair labor relations and working conditions
- 6/ Ethical business practices and supply chain

The label is renewed every 3 years and enables companies to demonstrate their level of maturity in CSR, thereby enhancing their commitment to their stakeholders, customers, partners and employees.

### Un engagement volontaire et validé dans une démarche construite

Lors de cette première évaluation, nous avons atteint le **niveau Confirmé du label Engagé RSE** basé sur le modèle AFAQ 26000, soit le niveau 3 (caractérisé par une note de 500 à 700 points) sur l'échelle de 4 niveaux, qui donne droit à l'affichage du logo Label Engagé RSE correspondant délivré par AFNOR Certification.

Ce niveau est caractéristique d'une organisation dont la démarche est construite sur une base solide et méthodique dans l'engagement de la gouvernance, dans les pratiques quotidiennes, d'un déploiement avancé et d'engagements ambitieux dans les domaines opérationnels comme stratégiques.







A transparent  
and committed  
CSR policy

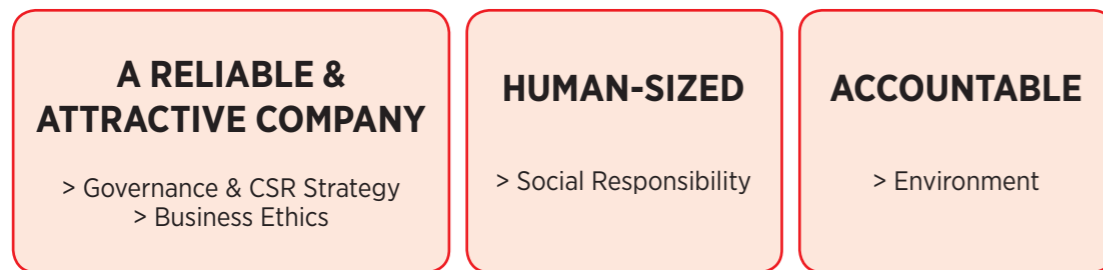


# The commitments underpinning our CSR strategy

**Our environmental policy is founded on three key principles: reuse, recycle and reduce the environmental footprint of our activities.**

Our objectives are clear: reduce our carbon emissions, increase avoided emissions and promote the development of carbon sinks to actively contribute to the ecological transition.

## WE COMMIT TO BEING



## CSR at Culture d’Objet translates:

- monitoring CO2 emissions, waste management, energy optimization and responsible procurement to limit our environmental impact
- a strong social commitment, with a diversity and inclusion policy that promotes employee well-being, local initiatives and collaboration with associations
- creating sustainable economic value through responsible innovation, ethical partnerships and by contributing to local economic development
- assurance of compliance and transparency, through respect for applicable standards, internal/external audits and the annual publication of a detailed CSR report

These strong engagements have led us to obtain the following certifications:

- **Ecovadis Gold** in 2022 and **Ecovadis Gold Top 5%** in 2024
- **Responsibility Europe**
- **ISO 26000 CSR commitment**, confirmed in autumn 2023

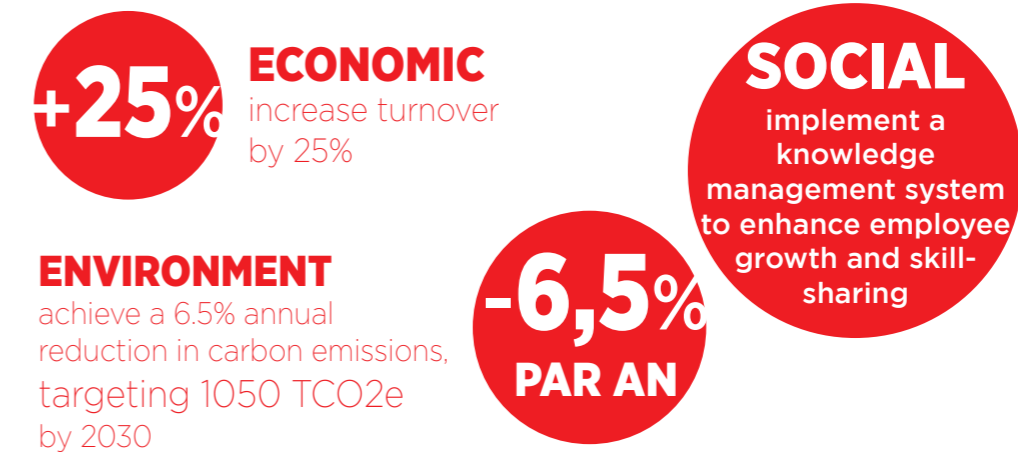


Culture d’Objet invests in renewable energies. **The addition of Claude-Arthur LEWONA as QSE-RSE Manager** anchors these principles and commitments in a consistent, long-term approach.

**From 2020 to 2023, investments in our CSR policy represent 4.3 M€**

- > Development of the 2vies circular logistics platform (3000 m<sup>2</sup>).
- > Transition to energy autonomy through photovoltaic installations
- > Acquisition of electric vehicles and charging stations
- > Creation of new social and wellness spaces
- > Expansion of R&D facilities
- > Relocation of management offices to the production site for enhanced communication
- > Full LED relamping of facilities

## Strategic CSR goals by 2030



## Carbon policy focus areas



- A/** Reduction to 1050 TCO<sub>2</sub>e by 2030 of emissions induced by the company’s activities
- B/** Increase in emissions avoided through reuse and recycling of projects already manufactured
- C/** Investment today in forest carbon sinks to offset residual emissions in 2050





## Managing Our CSR Policy

The CSR committee, established in 2022, drives our strategic vision. Comprising executives and department heads, the committee meets bi-monthly to evaluate progress, adjust strategies and align with annual external assessments (e.g., EcoVadis).

**> 6 committees organized in 2023**

To measure the impact of its actions and ensure its CSR maturity, the Group carries out an annual assessment of its policy and areas for progress. This assessment is conducted by EcoVadis, using tools covering environmental, social and human rights issues, ethics and responsible purchasing.

### Management ritual



## Social: Actions and Results

Culture d'Objet attests to a level of commitment that stems from actions in all areas of the company's social sphere. The recruitment of a CSR/QSE manager underlines the progress made and the company's determination to extend its initiatives on behalf of its employees.

### Visibility

An annual meeting is held with all teams to present the results and projections for N+1. CSR and prevention awareness workshops have been set up.

### Training

Development of a CSR training module and an enhanced onboarding program emphasizing equality and non-discrimination. 100% of employees are undergoing training.

### Communication

Internal newsletters, regular discussion workshops, and collaborative production meetings ensure open communication across teams.

### Learning

An eLearning platform is freely accessible, it is customizable to all company profiles.

**> 2,346 hours of cumulative training provided in 2022 and 2023, benefiting over 80% of staff**

### Quality of Life at Work

New facilities, including a restaurant, break room, and green terrace, have enhanced the workplace environment.

### Health and Safety

Monthly reminders on proper posture and workplace ergonomics. Safety protocols, including signed security briefings and real-time monitoring.

**> 40% of employees trained in first aid**

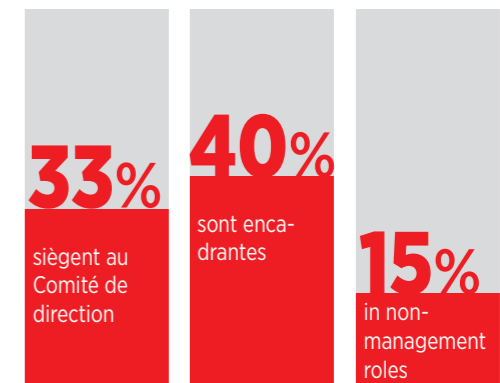
### Flexibility

The alternating 4-day week is in force, and a survey of expectations and needs specific to each department is carried out annually.

Average seniority **8 years**

**60%** of staff have over **five years** of experience

Women are present at all organizational levels



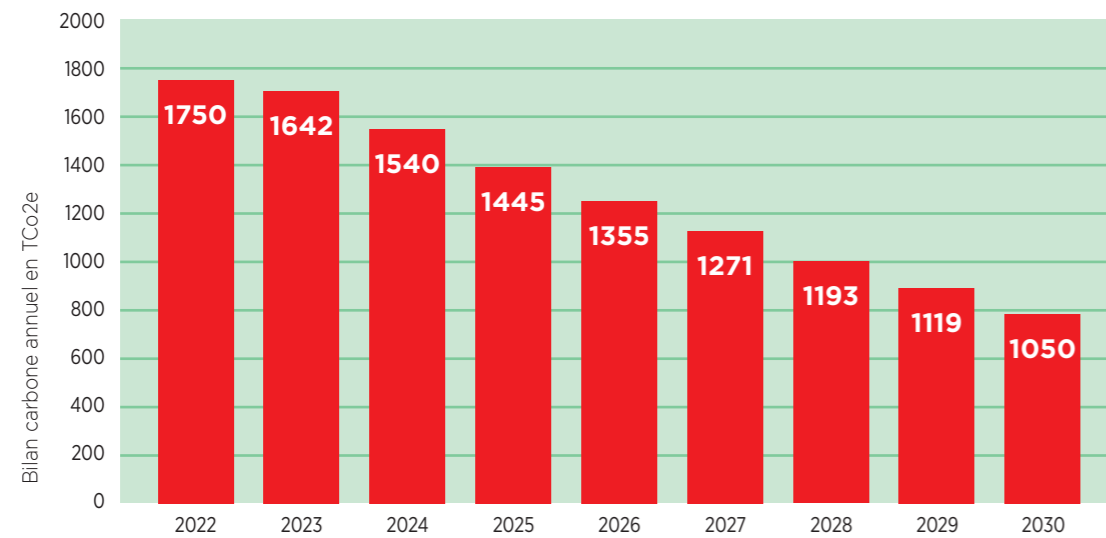




## Environmental: actions and results

Culture d'Objet focuses on reducing greenhouse gas (GHG) emissions as a core environmental priority, aligned with the Paris Agreement goal of carbon neutrality by 2050.

### TCO2e carbon footprint objective



#### How to reduce GHGs at CDO?

- > Reduce consumption of raw materials
- > Use less carbon-intensive materials = with lower emission factors  
Example: 1 kg of virgin aluminum = 8 kg CO2e  
1 kg recycled aluminum = 0.5 kg CO2e
- > Increase recycling to avoid future emissions (avoided emissions)
- > Use less carbon-intensive electricity
- > Improving mobility and transport (e.g. preferring grouped transport to dedicated transport)

### Environmental actions

#### Transition to sustainable mobility

- 33% of the vehicle fleet is hybrid or electric.
- > **Elimination of 2 buildings of 4,000 sqm: elimination of 7,000 km of annual inter-depot shuttles, i.e. 1.5TB of annual CO2eq avoided**

#### Energy optimization

- Installation of 2,403 m<sup>2</sup> of solar panels.
- LED lighting upgrades across production facilities
- > **reducing consumption by 92% i.e. 4.4TB of annual CO2eq avoided**



#### Waste Management

- Segregated recycling bins for wood, metal, and plastic.
- Partnerships with 8 recycling outlets for 172 tons of annual waste:
  - > **75% of non-hazardous industrial waste is recycled**
  - > **22% of materials were recycled in 2023, up from 3% in 2020**



#### Reuse and Circularity

- 3,000 m<sup>2</sup> High Environmental Quality (HQE) platform facilitates reemployment.
- > **Example: A project for the 2024 Olympics avoided 18 TCO2e in emissions through modular design and reuse.**



#### Common sense and pragmatism (a Culture d'Objet tradition)

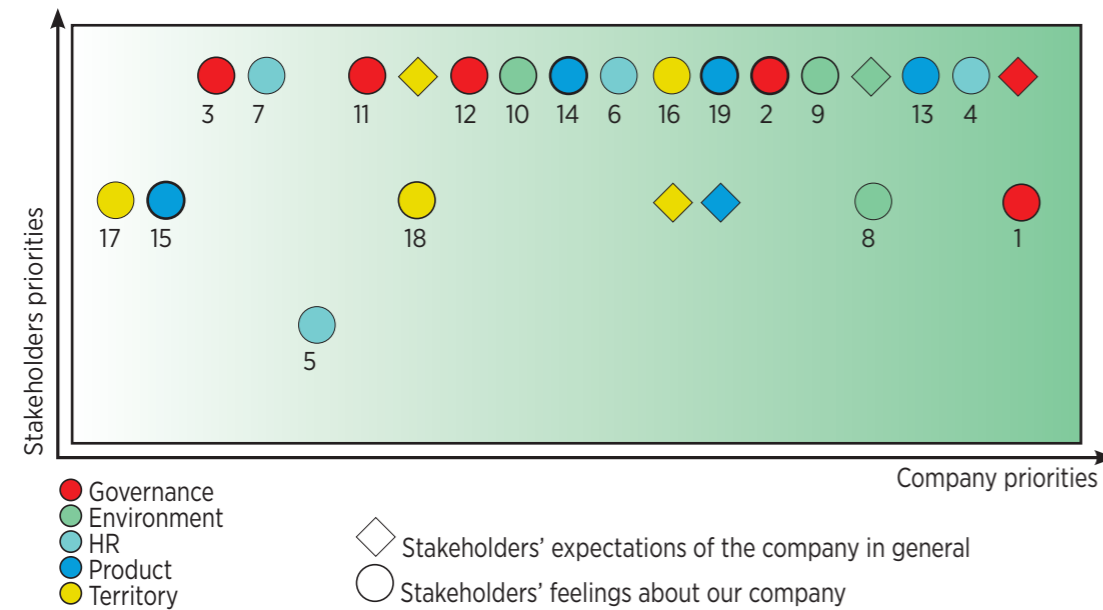
- Production scrap recovery system
- Kit design and manufacture of structures (reduced need for adhesives and metal fasteners)
- Design and manufacture of transport units
- Recovery of materials and reuse of structures



# Ethics: Actions and Results

Ethics at Culture d'Objet is formalized through a charter and ongoing training for all employees in ethical practices and sustainability. All our employees have attended one or more awareness-raising sessions on ethics and sustainable development.

The completion of our materiality survey and stakeholder mapping emerged the top 3 expectations (excluding internal stakeholders).



- |  |  |
|--|--|
| 1/ You are concerned by certifications or regulations such as ISO, Reach, ECSS, human rights, labor code, etc. | 11/ Waste sorting must be implemented everywhere   |
| 2/ Respect for human rights, labor codes and ethical practices are important in business practices             | 12/ The fight against corruption, respect, transparency, fair practices must be visible within an organization     |
| 3/ Innovation as a "booster" for customer satisfaction   | 13/ Being a job creator is rewarding for a company   |
| 4/ Every business must reduce its carbon footprint and improve energy management                               | 14/ Moral values, trust, partnership, confidentiality, integrity and fair competition must be present in a company |
| 5/ Eco-construction and eco-management must be integrated into a company's policy                              | 15/ Diversity and the fight against discrimination are criteria that lead you to collaborate with a company        |
| 6/ Listening and communication are important for your relationship with a/our company                          | 16/ Accidents must be prevented and safety ensured in a business, even for customers/consumers                     |
| 7/ Proposing competitive offers is a factor of success   | 17/ A company must continue to improve even if customer expectations are met                                       |
| 8/ "Think global, act local" is a good way   | 18/ A rapid and reliable response time/response is a criterion of choice in exchanges                              |
| 9/ Working relationships and conditions: health and well-being are essential                                   | 19/ Patronage and local heritage are important for the image of a company  |
| 10/ Quality of the product and services must be optimal  |  |

### They concern:

- certifications and regulations,
- ethical practices,
- carbon footprint reduction and energy management.

This survey enables us to prioritize our actions.

## Responsible purchasing initiatives

- > **86%** of our purchasing volumes are from **FSC + PEFC-certified suppliers**.
- > **Annual assessment** of our Top 15 suppliers, including **CSR criteria**: 1 carrier, 3 subcontractors and 12 suppliers (wood, metal, paint, plastic and hardware) currently meet our expectations.

### Our 2025 goals

- **100%** of wood purchases from **FSC-** and **PEFC-**certified suppliers
- **90%** of our Top 15 suppliers sign the Ethical Charter
- **100%** of production **Made In France**, in cooperation with local partners

### Our business ethics are also reflected in the confidentiality of the information entrusted to us.

To this end, we have had the security of our VPN gateway assessed by DIGITEMIS.

- > The results of the study place us in **A classification (5 stars)**. Our network equipment configuration and gateway certificate guarantee a high level of security.
- > **94%** of our employees validated the phishing test.
- > **100%** of teams took part in the Ethics, RGPD and IT Hygiene workshops.

### Our 2025 targets

- Maintain **5-star security** level for our VPN network
- Train **100%** of target staff
- **Achieve 100%** phishing test validation





# Our charters

**CdO CULTURE D-OBJET**

## Lettre d'engagement en matière de durabilité

Madame, Monsieur,

Dans le cadre de notre engagement en matière de responsabilité sociétale des entreprises (RSE), nous souhaitons réaffirmer nos ambitions et notre détermination à intégrer nos pratiques durables dans chacun des projets qui nous sont confiés. Depuis plus d'une décennie, cette vision est au cœur de notre stratégie, en résonance avec les attentes des maisons de luxe que nous avons le privilège de servir, dans un souci constant de création de valeur pour l'ensemble de notre écosystème et de nos parties prenantes.

**« Façonnier d'univers responsable : donner vie aux espaces des marques par des solutions créatives et artisanales qui respectent l'Homme et les ressources »**

Nous avons pour vocation de traduire les valeurs de durabilité des marques par la réalisation d'univers responsables, dans lesquels chaque projet concilie excellence esthétique et engagement éthique. Cette durabilité s'érige en pilier fondamental de notre démarche, elle est fondée sur des actions mesurables d'amélioration continue et sur une sélection rigoureuse des matériaux et procédés, afin de minimiser l'empreinte environnementale de vos créations et de les inscrire dans une nouvelle logique de circularité.

**« Des engagements environnementaux et sociétaux ambitieux pour servir nos visions communes »**

Conscients des enjeux écologiques et climatiques, nous avons fait le choix d'une autonomie énergétique totale pour nos ateliers de production, grâce à la génération d'énergie verte. Ce fonctionnement s'inscrit dans une démarche globale de **réduction de notre empreinte carbone**, qui a déjà permis une diminution de 33 tonnes de CO2 en 2023, avec un objectif ambitieux de 40 tonnes supplémentaires à horizon 2025.

La plateforme **Zites**, fruit de notre engagement en faveur d'une économie circulaire, incarne notre volonté d'inscrire chaque réalisation dans une logique de gestion durable. Cette **plateforme logistique circulaire**, dédiée à l'efficacité de vos projets, permet d'optimiser l'utilisation des ressources, de prolonger la durée de vie des créations et d'offrir de nouvelles perspectives en matière de réutilisation, de recyclage et de surcyclage. Chaque pièce produite peut ainsi connaître de  **multiples vies**, reflétant notre engagement en faveur de l'environnement tout en répondant aux standards les plus élevés des grandes maisons de luxe.

Fontenay le comte, le 05/01/2022  
Le Président de Culture d'Objet  
Patrice CARNET

Culture d'Objet SAS au Capital de 120 000 Euros, Siège social : 22 rue A. Frenchault de Réaumur 85200 Fontenay le Comte, Tel : +33 (0)2 51 51 51 33  
SIRET : 384 663 300 000 44 CODE APE : 3322  
RCS : LA ROCHE SUR YON 8 384 663 300 000 44 N°TVA : FR 80 384 663 300

**CdO**

## Notre Politique Qualité

La politique Qualité - RSE de Culture d'Objet, est une dynamique de progression qui a pour objectif une plus grande satisfaction de nos parties prenantes.

Elle porte non seulement sur l'excellence dans notre cœur de métier, mais aussi sur notre culture d'entreprise de l'intégrité, dans nos valeurs, dans notre système de management et dans l'ensemble de notre organisation.

Notre stratégie sert notre ambition d'être le partenaire d'aménagement 100% vertueux de nos clients. Véritable feuille de route, cette mission affirme notre raison d'être en tant qu'entreprise et est ancrée durablement dans nos investissements.

Culture d'Objet s'engage vis-à-vis de l'ensemble de ses parties prenantes à

**PROPOSER UN SERVICE DE QUALITÉ À NOS CLIENTS**

- Un service sur-mesure, une grande polyvalence de savoir-faire
- Un respect rigoureux du cahier des charges, de la maîtrise des coûts et des délais de réalisation
- Un plan de formation de nos salarié(e)s prenant en compte les évolutions technologiques, organisationnelles et managériales.

**AMÉLIORER NOTRE QUALITÉ DE SERVICE**

- Une culture Recherche et Développement pour des solutions toujours plus innovantes, qualitatives et éco-responsables.
- Une innovation continue dans nos procédés et dans nos outils de production.
- Un investissement dans nos infrastructures à la hauteur de nos ambitions RSE.

**IMPLIQUER NOS PARTENAIRES**

- Une qualité continue de nouveaux matériaux et accessoires (via les salons, présentations de nos fournisseurs,...)
- Une approche synergique : tests conjoints des nouveautés avec nos fournisseurs
- Une veille concurrentielle réglementaire, et technologique.

**TRAVAILLER DANS UN CLIMAT DE CONFIANCE**

- Des relations de proximité et de confiance dans le dialogue avec nos clients et nos fournisseurs
- Un fructueux équilibre : écoute et anticipation des besoins des clients.

Fontenay le Comte, le 04/01/2022  
Le Président de Culture d'Objet  
Patrice CARNET

Culture d'Objet SAS au Capital de 120 000 Euros, Siège social : 22 rue A. Frenchault de Réaumur 85200 Fontenay le Comte, Tel : +33 (0)2 51 51 51 33  
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## CHARTRE DES ACHATS RESPONSABLES



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Validée par P. CARNET

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## CHARTRE POUR LA PROTECTION DES DONNEES - RGPD



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## La politique de développement durable

Depuis sa création, il y a 30 ans, Culture d'Objet a démontré sa volonté d'avoir une démarche engagée et responsable dans la réduction de l'empreinte environnementale de ses activités.

La Responsabilité Sociétale des Entreprises (RSE) est la prise en compte volontaire des préoccupations sociales, sociétales et environnementales par les entreprises et les organisations dans leurs activités.

Pour Culture d'Objet, elle s'étend à ses relations avec ses « parties prenantes » externes (clients, fournisseurs, distributeurs, partenaires...) et internes (salariés, partenaires sociaux...). Elle consiste en la réduction des impacts sur l'environnement liés aux activités de l'entreprise (énergie, fabrication, emballages, transports, bâtiments...).

Par conséquent, dans sa politique de développement durable, Culture d'Objet a pour ambition d'

- Être une entreprise fiable et attractive.
- Être une entreprise à taille humaine.
- Être une entreprise responsable.

Fontenay le comte, le 05/01/2022  
Le Président de Culture d'Objet  
Patrice CARNET

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## POLITIQUE RH

La politique des Ressources Humaines de Culture d'Objet s'aligne sur la stratégie d'entreprise et s'appuie sur les 4 grandes valeurs de l'entreprise :



NOS VALEURS

- La Proximité
- La confiance
- L'intégrité
- La qualité

Ces valeurs sont les axes principaux qui structurent l'ensemble de notre démarche. Elles nous permettent notamment de défendre nos principes de gestion de ressources humaines qui consistent à :

- Veiller au respect des règles et normes du travail (nationales et internationales)
- Garantir un environnement de travail sûr et sain,
- Veiller à l'équilibre temps de travail et temps pour soi,
- Promouvoir le dialogue social, l'inclusion et la diversité
- Veiller au développement professionnel de nos salariés.

Nous veillons à cultiver une expérience collaborateur globale et enrichissante pour toutes les parties impliquées. Du recrutement à la fin de contrat, chacun, chacune d'entre nous a de la valeur, a droit à sa dignité, a droit au maintien de son employabilité.

Nous comptons sur vous, vos qualités personnelles et professionnelles pour participer au développement du patrimoine commun de Culture d'Objet.

Fontenay le comte, le 05/01/2022  
Le Président de Culture d'Objet  
Patrice CARNET

Culture d'Objet SAS au Capital de 120 000 Euros, Siège social : 22 rue A. Frenchault de Réaumur 85200 Fontenay le Comte, Tel : +33 (0)2 51 51 51 33  
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## CHARTRE DE BON USAGE DES OUTILS NUMERIQUES ET AU DROIT A LA DECONNEXION



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## CHARTRE ETHIQUE



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our circular  
and sustainable  
logistics platform





*“Based on an in-depth analysis of our value chain and outcome of an ambitious CSR policy, the 2Vies platform enables Culture d’Objet customers to face current and future environmental challenges.”*

The new **2vies circular logistics platform** offers 3,000 m2 entirely dedicated to the **efficiency of the projects** entrusted to us.

It enables better **management of resources** and stocks, **extending their lifespan** under appropriate storage conditions, and revitalizes dormant stocks by enabling them to **be reborn, transformed** and **overcycled**.





## Managing resources to meet needs

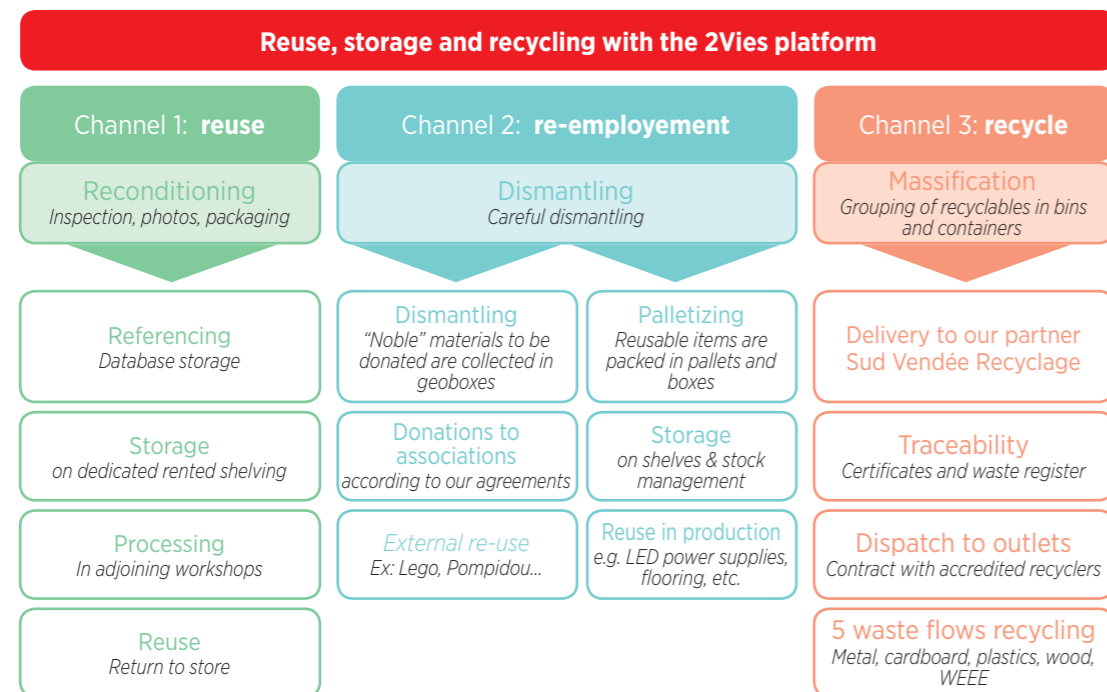
Our integrated Research & Development department works on impact and **analysis of product life cycles**.

Ecodesign facilitates the use of less carbon-intensive materials and the incorporation of **reuse** and **dismantling** from the very start of the project.

This expertise anticipates the separability and demountability levels required for reuse of structural elements. From one event to the next, this approach makes it possible to **avoid 100% of GHG emissions** linked to raw materials.

Dismantling at end-of-life ensures that all materials are sent to the right recycling channels.

Our photovoltaic production allows us to **consume our own energy** to reduce the impact of our products.



## Extending the lifespan to rationalize

### Increasing the lifespan of creations offers many benefits:

- returning items to Culture d'Objet eliminates the risk of damage to the brand reputation (no massive disposal in dumpsters)
- manufacturing costs are drastically reduced: we have measured that reused elements are 2 to 3 times cheaper than those produced for a single event (return transport included in the calculations)
- carbon emissions are avoided and/or their overall level is improved
- raw materials can be saved
- dismantling and reuse are quantified in our clients' non-financial reports, highlighting their commitments
- creations comply with AGEECC regulations.

## UNDERSTANDING THE GHG REDUCTION STRATEGY

**Raw materials account for two-thirds of the total emissions generated by the company's activities.** Combined with eco-design and dismantling, reuse is the number one solution for effectively reducing GHG emissions.



### « Business as usual » VS reuse strategy

CCDO has measured up to a **75% reduction in carbon footprint** through the reuse of event projects..





## Give a second life, transform and recycle the projects

### 10 skills for sustainable creations

#### 1/ RATIONALISE

by limiting transported volumes and optimizing supplies.

#### 2/ SUBSTITUTE

by transforming surplus production into raw materials for SSE players.

#### 3/ REVALUE

by dismantling and sorting the components of creations to give added value back.

#### 4/ TRACK

by ensuring the traceability of flows and certifying their processing.

#### 5/ PROTECT

by watching over your property rights and ensuring destruction under bailiff's supervision.

#### 6/ EXTEND

by storing, protecting and thus extending the useful life of your creations.

#### 7/ REGENERATE

by over-cycling and transforming creations thanks to our on-site production facilities and expertise.

#### 8/ MANAGE

by viewing stocks remotely and managing in real time.

#### 9/ ORCHESTRATE

by compiling production elements from your service providers and manage global logistics.

#### 10/ OPTIMIZE

by retaining only what is essential and useful.





## Reducing and measuring the carbon footprint of our activities

Culture d'Objet has set ambitious GHG reduction targets in line with French and European commitments.

### Our goals:

- Measuring and reducing GHG emissions with a target of -6.5% per year.
- Collect data on energy consumption and product traceability (origin, transport, etc.).
- Identify impactful initiatives that help reduce emissions and compare results against a baseline scenario
- Increase avoided emissions through actions such as recycling and investing in carbon sinks to achieve a 15% reduction rate

The goal is to reduce emissions by 40% (SCOPE 1+2+3) by 2030 compared to the baseline year (2022) and to achieve carbon neutrality by 2050.

### Carbon footprint assessment in 2022

1.750 TCO<sub>2</sub>eq.

### Annual reduction achieved in 2024

-13% (116 TCO<sub>2</sub>eq. saved)

### Our 2030 target

-40 %







C<sub>D</sub>O

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