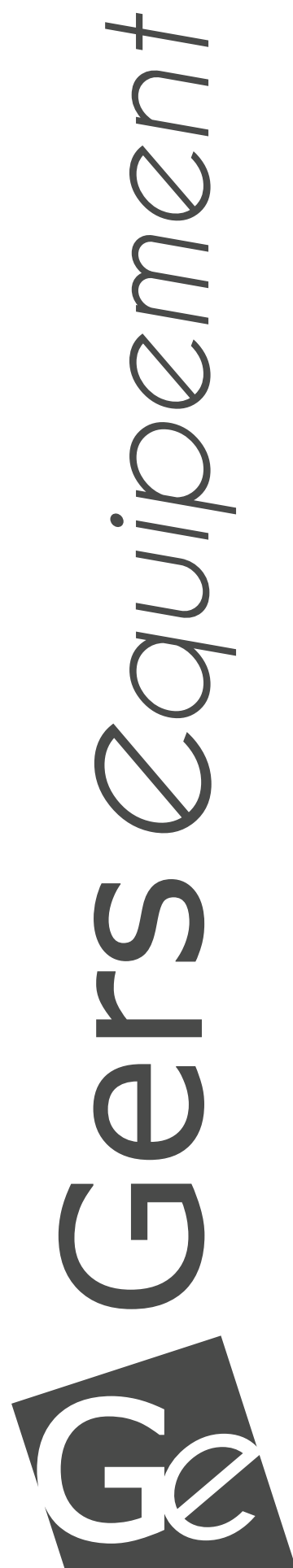


*CORPORATE
SOCIAL
RESPONSIBILITY
REPORT
2024*



Contents

Editorial from Company Management..... 3

Who are we?

Introduction to the company 4

Key figures 5

Worldwide 6

Our CSR strategy

Our CSR commitments 7

CSR governance 8

Our contribution to the SDGs..... 10

Pillar 1, "products" 11

Release safe, compliant products 12

Offer functional, sustainable products 14

Offer certified products, using sustainable materials 15

Reduce our product packaging 16

Advise consumers on the use of our products 17

Pillar 2, "suppliers" 18

Use a safe, listed supplier pool 19

Establish sustainable purchasing practices 21

Our partnership with amfori to comply with Corporate Sustainability Due Diligence Directive (CS3D) 22

Pillar 3, "environment" 23

Reduce Greenhouse Gases 24

Manage the product life cycle 26

Reduce company waste and manage its flow 27

Pillar 4, "employees" 28

Provide pleasant, fitting working conditions 29

Our "Youngpouss" initiative - or how to involve young people 30

Diversity, equality and inclusion 31

Be an ethical, supportive employer 32

Be a sustainable employer, deeply rooted in the region 33

Editorial

The purpose of **GERS EQUIPEMENT** is to provide supermarkets and hypermarkets with turnkey concepts and practical, useful products for consumers of household items.

The ambition of **GERS EQUIPEMENT** is to include social and environmental considerations into our whole value chain.

GERS EQUIPEMENT has decided to adopt a Corporate Social Responsibility (CSR) policy that includes all stakeholders working alongside **GERS EQUIPEMENT** in our decisions and actions. These include customers, employees, shareholders, suppliers, local authorities, government players and charities.

This policy sets out the CSR priorities and commitments of **GERS EQUIPEMENT**, in conjunction with the CARGO Group, to combine the skills of every individual and create shared added value.

GERS EQUIPEMENT uses the services offered by the CARGO Group, in particular for human resources, sourcing (via our Asian office), regulation monitoring, IT systems and corporate services.

Today, our commitment and sincerity are vital for overall company performance.

We ask all **GERS EQUIPEMENT** employees to convey these commitments through their work. By taking action to ensure a positive impact on people and limit the environmental impact of our business, **GERS EQUIPEMENT** can help achieve a more harmonious world and ensure we grow as a top sustainable player through our products and associated services.

Philippe BÉGUÉ
CEO



Philippe FOULON
General Manager



Introduction to the company



Having worked with supermarkets and hypermarkets since 1988, **over 30 years, Gers Equipement has become an essential partner in their kitchen, dining and home departments.** Our organization is focused on performance and agility for the benefit of concepts that meet the different needs of this demanding customer base. We are proud to provide permanent, promotional and seasonal turnkey offerings - from teaspoons to stainless steel cookware sets through gift mugs and decorative trays. Ever true to our origins, **we are firmly rooted in the beautiful Gers region, yet deliver to over 50 countries worldwide.**

Our brands



Store brands



Key figures



order
EVERY



minutes

100%

of new products
are tested before
shipping



65,000 m²
of warehouse space



90 million
in turnover



30
countries served



85,000
pallets delivered



2

laboratories for the inspection of
product performance and
safety.



220
suppliers



2,000,000
parcels received



35,005,223
products sold



300
employees



45 Sales reps who can
come to you

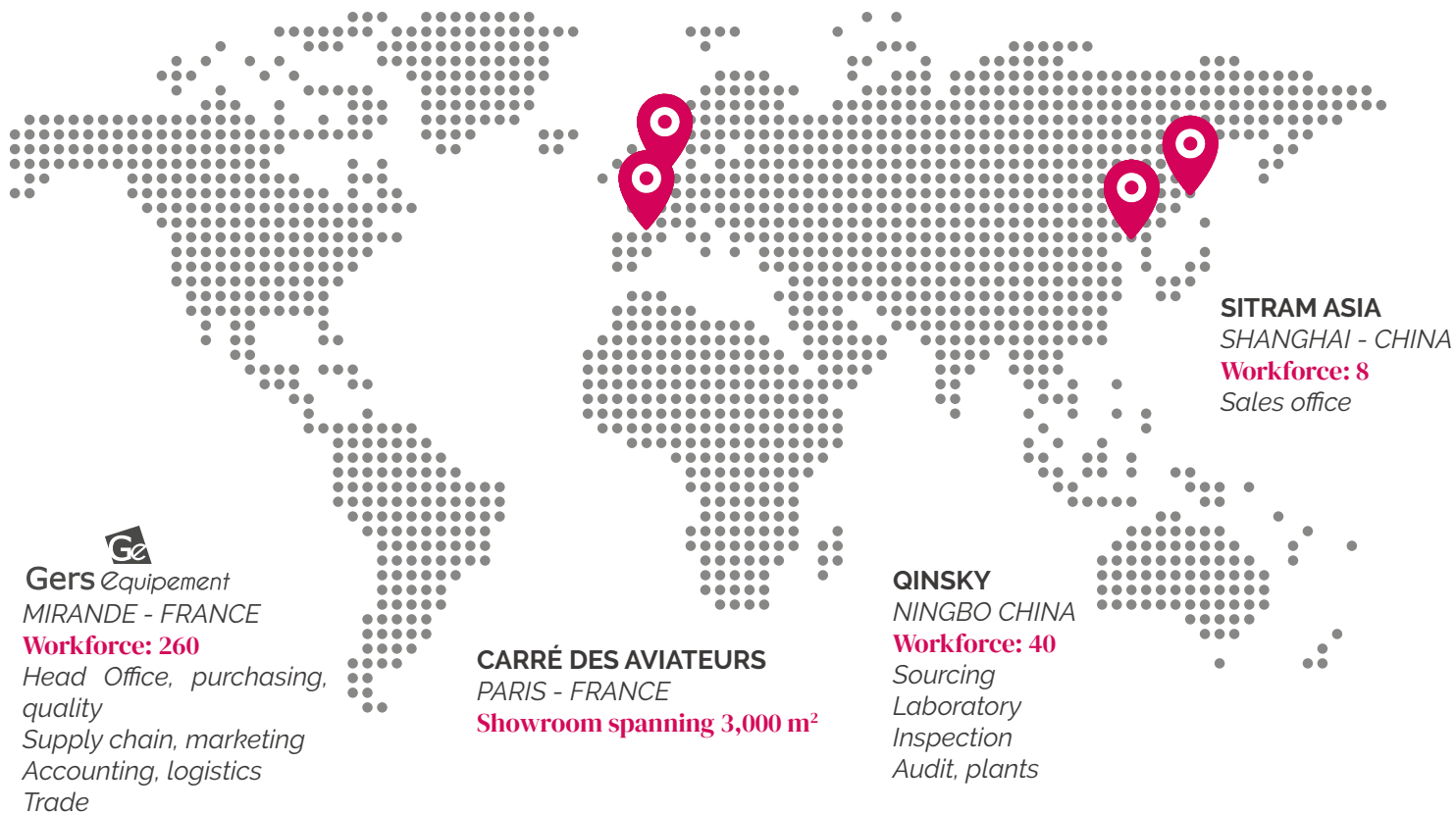
every fortnight

We can get to you within 48 hr



7,000
customers

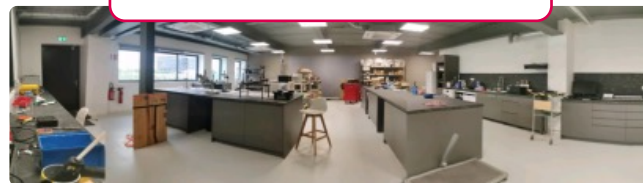
GERS EQUIPEMENT worldwide



HEAD OFFICE
MIRANDE



CARGOLAB LABORATORY
TOULOUSE



SITRAM LABORATORY
NINGBO



CARRÉ DES AVIATEURS
PARIS



Our CSR commitments

To uphold our CSR commitments, **GERS EQUIPEMENT** adheres to **our policies on sustainable purchasing, the environment, social considerations, business ethics and IT security**. Implementing these policies involves:

- Analyzing the main challenges and risks relating to the planet and people (map of stakeholders and materiality matrix),
- Taking the applicable actions,
- Monitoring our goals annually through indicators covering the main impacts of GERS EQUIPEMENT.

Materiality matrix

The four priorities in our "materiality matrix" are:

- Guaranteeing product compliance and safety
- Promoting sustainable consumption
- Reducing the carbon footprint of our products
- Making sustainable purchases



CSR Governance

Along with company management, **the CSR committee validates:**

- The scope of the policies adopted
- The guidelines and action plans
- The CSR performance monitoring
- The alignment of GERS EQUIPEMENT and CARGO Group CSR commitments.

The CSR committee is in charge of:

- Ensuring CSR documentation is correctly maintained
- Supporting our departments in implementing CSR
- Updating the CSR actions in the R3 platform provided by the CARGO Group
- Taking part in the CARGO Group CSR Committee.

CSR Committee



Business ethics:

- The whole CSR approach is managed based on the principles contained in the Ethics Charter of GERS EQUIPEMENT.
- The Ethics Committee, composed of the CSR Committee and the Administrative/HR Manager of GERS EQUIPEMENT, is in charge of ensuring this charter is correctly implemented and managing any alerts from the stakeholders.

Each department makes sure the GERS EQUIPEMENT CSR commitments are upheld.

As such, managers are in charge of ensuring the CSR action plan is implemented on a daily basis to contribute to the company's CSR goals and the maintenance of the CSR key performance indicators. Every employee is concerned and thus an active player; everyone has their role to play in our CSR approach.

Our four CSR pillars

Our CSR policy is based around four main pillars, combining our responses to our sustainable development business challenges.



PRODUCTS

- Release safe, compliant products
- Offer certified products or products made from sustainable materials
- Manage the life cycle of our products



SUPPLIERS

- Use a safe, listed supplier pool
- Have good knowledge of, audit and manage our production line
- Establish sustainable purchasing practices



ENVIRONMENT

- Reduce waste and manage its flow in the context of our business
- Manage our pollution from production and transportation
- Reduce our energy consumption in the context of our business



EMPLOYEES

- Be an ethical, supportive employer
- Offer our employees a fitting setting and working conditions
- Be a sustainable employer, deeply rooted in the region

Our contribution to the Sustainable Development Goals (SDGs)

Through our action, we are contributing to the 17 SDGs set out by the United Nations.

SUSTAINABLE DEVELOPMENT GOALS



Our ambition: eventually join the list of committed companies in the United Nations Global Compact.

The R3 platform enables us to monitor CSR actions by SDG:

- 1. PRODUCTS
- 2. ENVIRONMENT
- 3. EMPLOYEES
- 4. SUPPLIERS
- 5. GOVERNANCE



Pillar 1: Products

The action we take within this pillar contributes to the following sustainable development goals:



Release safe, compliant products

The GERS EQUIPEMENT inspection plan guarantees the safety and regulatory compliance of our products. It has **6 stages** as described below:

1: Plant qualification

Before placing an order, our quality experts check that the plant is meeting our social (e.g. BSCI), environmental (e.g. FCS) and technical (e.g. best manufacturing practices, defect libraries, etc.) expectations, both by signing the SOP* and being audited for H (High Risk) products: store brands, more stringent legislation (e.g. nylon), safety risks (e.g. cookery and toys).

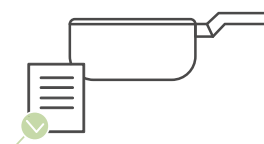
* SOP: Standard Operating Procedure



2: Product qualification

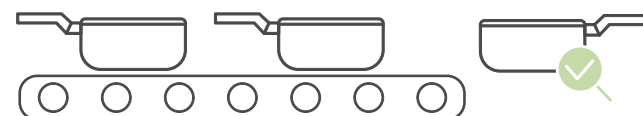
Before placing an order, our quality experts check that the new product complies with:

- a. the EU regulatory standards and those specific to France, by performing tests in international accredited laboratories.
- b. customer needs and expectations, by performing usage tests in our CargoLab and SITRAM laboratories.



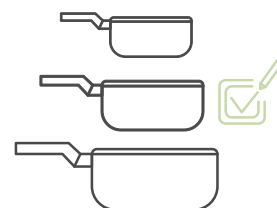
3: Picking («Pre-Shipment Test»)

When a product is ordered for the first time, our quality experts take samples in the plants, to confirm compliance with the regulatory standards and have a compliance report valid for 2 years for all restocking orders.



4: Inspection

When a product is ordered for the first time, our inspectors check that the order is compliant in the plant based on product specifications, defect libraries and functionality testing. For restocking, only orders that have included anomalies in the first delivery are inspected. If an anomaly is found, the supplier is asked for a compliance upgrade.



5: Goods receipt inspection

The France inspection department checks that each order accepted by our warehouses is compliant in terms of quantity and quality, with a compliance upgrade if any anomalies are found.



6: After-sales service

Considering, analyzing and handling all customer complaints.



SGS	
Test Report	No.: T313202511588C Date: JUN 21, 2019 Page 1 of 2
GERS EQUIPEMENT CENTRE ECONOMIQUE DE MIRANDE, MIRANDE Cedex, 32300, FRANCE	
The following samples were submitted and identified on behalf of the client as:	
CUIL GLACE INOX SPIRIT L20.5	
SGS Case No.	CA319012518129
Buyer Item No.	517574
Order No.	GE10AC00240
Supplier	
Buyer	GERS EQUIPEMENT
Country of Destination	FRANCE
Sample Receiving Date	JUN 12, 2019
Test Performing Date	JUN 12 - JUN 21, 2019
Test Requested	Please refer to the result summary.
Test Method & Route	Please refer to next page(s).
Result Summary	
Test Requested	Conclusion
French Arrêté du 13 Janvier 1976, French Décret 92-631, French Décret 2007-766 and its amendments and DGS/CCRF Methodological Document File Metals And Alloys. (As per client's request)	--
at Stainless Steel - Chromium analysis (Chromium Content)	PASS

Example of a test report:
Our products are tested
in laboratories
with international accreditation

Example of goods
receipt inspection
Our products are inspected
in our French warehouses



2030 Goal:
95% product conformity

DEFINITION

GERS EQUIPEMENT classifies each product based on regulatory and safety-related challenges:

"H" criticality: Product with a direct impact on consumer safety when used or subject to CE certification/a systematic administrative inspection (customs, fraud, etc.) in addition to store brands, licenses, national brands and product certification.

• "M" criticality: Product that could result in a medium-term risk to consumers or that is subject to mandatory standards

• "L" criticality: Product with no risks to consumers and not subject to any mandatory standards.

Monitoring indicators:

	2022	2023	2024
% regulatory compliance	97%	85%	93%
% receipt compliance	95%	96%	95%

Offer functional, sustainable products

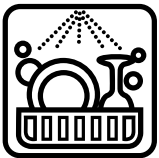
In addition to the safety-related and regulatory compliance of our products, **GERS EQUIPEMENT** has also established a process to improve the performance and sustainability of our products to guarantee consumer satisfaction.

In 2024, GERS EQUIPEMENT tested nearly 643 tableware items and kitchen utensils in our Cargolab laboratory in Toulouse and 105 cookware items in our SITRAM laboratory (Ningbo-China).

Any anomalies observed during these tests were subject to root cause analysis with the supplier with a view to:

- improving the product,
- informing consumers via pictograms or specific phrases on the product packaging,
- or quite simply canceling the order.

THE MAIN TESTS PERFORMED ARE:



• Dishwasher test: utensils and cutlery (stainless steel)



• Microwave test (EN 15284: 2007): cookware (ceramic)



• Coating resistance (Standard EN 12 983-1): coated cookware items

Pancake test to assess the frying pan's non-stick property



• Cutting test: cutlery (stainless steel)

Robot for the cutting test

Monitoring indicators:

	2022	2023	2024
Number of items tested (utensils and tableware)	800	686	643
Number of items tested (cookware)	98	186	105

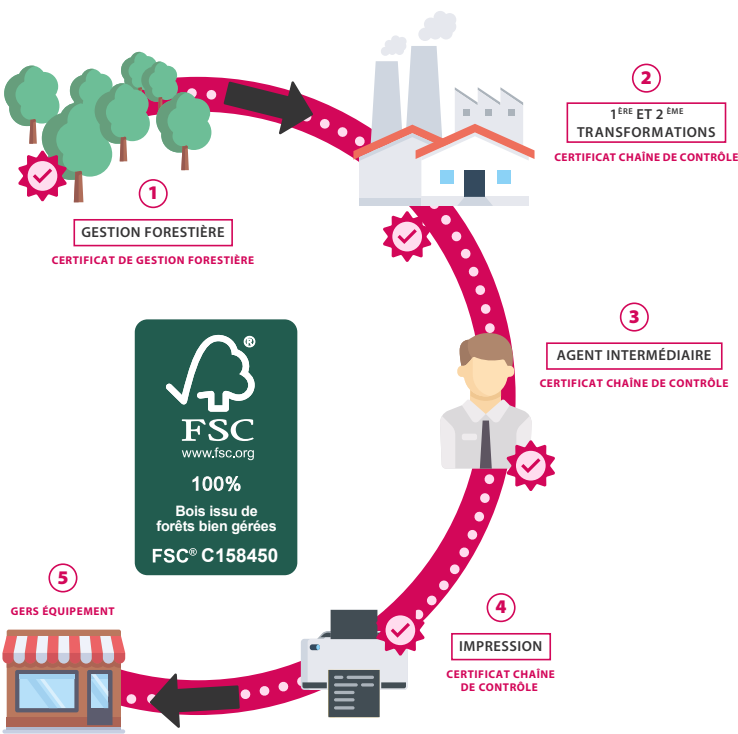
Offer certified products, using sustainable materials

Since 2020 **GERS EQUIPEMENT** has been **FSC®** certified to guarantee our customers sustainable origins for the wood or paper used to produce our kitchen utensils. In addition, **71% of POS advertising made of card, paper or wood purchased in 2024 were made in France**, which also helps guarantee their controlled origins.

In 2025, GERS EQUIPEMENT set the goal of **100% of wood or paper purchased products must be FSC®-certified** to meet the requirements of the new EUDR ("deforestation") regulation and guarantee that the original forest plot is managed sustainably.

The challenges of FSC® certification:

- ▶ **more than 35,000** certified companies worldwide from loggers, sawmills and processors to retailers and end customers.
- ▶ **more than 200 million** hectares of FSC®-certified forest worldwide.
- ▶ **more than 1,000** FSC® organization members worldwide.



GE certificate:



Monitoring indicators:

	2022	2023	2024
Number of FSC® products	48	64	106
% POS advertising items purchased in France	100%	73%	71%

Reduce our product packaging

Since 2023, GERS EQUIPEMENT has been conducting an advertising campaign targeting our suppliers to reduce the size of packaging, develop items with no packaging (bulk), favor recycled materials and eliminate outer packaging. In 2024, bulk accounted for around 47% of our store offering.

In addition, GERS EQUIPEMENT manufactured and delivered around 26,000 boxes to stores in 2024. To reduce the consumption of the new cardboard trays making up the boxes, 212,000 old cardboard trays (41% of the total need for cardboard trays) were re-used to manufacture new boxes.

Marketing materials for suppliers:

KEY ACTIONS

1 REDUCE AND OPTIMIZE

REDUCE

• volume

• weight

• thickness

2 IMPROVE

CARDBOARD

Use 1 recyclable material

Eliminate unnecessary laminations

Use recycled cardboard

Choose FSC materials

PLASTIC

Eliminate environmentally harmful plastics

Use recycled materials

PE RPET PP

Use bio-sourced materials

HOME-COMPOST

Facilitate recycling :

• Single-material production.

• Recyclable materials through secured supply chains.

• Choose recycled and bio-sourced materials.

Come up with more sustainable packaging :

• Produce reusables.

Avoid over-quality :

• Submit specifications based on needs

Comply with upcoming legislation :

• Ban the use of mineral oil (Art. 112 of the AGECA Act)

• Remove pollutants

PUT AN END TO IRRESPONSIBLE PACKAGING PRACTICES

STYROFOAM PEANUTS

LDPE FOAM

STYROFOAM MOLDING

EXCESSIVE BUBBLE WRAP

AIR PILLOWS

STYROFOAM CUTOUTS

EXCESSIVE TAPE

EXCESSIVE INDIVIDUAL BOXING

GOOD PRACTICES

1• CARDBOARD PARTITIONS

2• BULK PACKAGING

AVOID :

• EXCESSIVE CARDBOARD,

• TAPE AND PLASTIC BAGS

Advise consumers on the use of our products

GERS EQUIPEMENT provides operating and safety instructions for our products directly on the packaging and answers consumer questions on our website and social media. We can then update the FAQs on our website so that consumers have easy access to information.

Operating and safety instructions for a SITRAM frying pan

Gers Equipement

Focus on instructions or use placed inside the sleeve (packaging)

Conseils d'utilisation / Care instructions	Conseil général de sécurité / General safety instruction
- Before the first use and after each use: clean the inside and the outside of your utensil with soaped hot water then wash and dry. Do not use any abrasive or scouring pad. - For a perfect heat diffusion: use an adapted heat source to the size of your cooking utensil, take care to center the product on the heat source. - For keeping usefull nonstick coating performance : do not use metallic utensil and do not cut directly food in the product. - It's recommended to not heat your utensil empty, it could deform it or damage the non stick coating. For the same reason, wait for it to cool down for cleaning it.	- For security reasons put systematically the handle toward the inside of the cookware hob. - Avoid direct contact of the handle with the flame with gas hob. - Never cook the food without oversight. - Never fill beyond 3/4 of full capacity. - Do not use as fry pot. - Use the boost of the induction hob only after gradual heating. - Cookware utensils not suitable with Micro-wave use. - Keep hot cookware out of children - Use pot holder or oven mitts when you handling cookware utensils.

WEBSITE: FAQs

Sitram

Products Tips Articles Recipes Inox Academy The Sitram brand Customer Service

Frequently asked questions regarding SITRAM products

Here you will find the answers to the most common questions asked by our customers regarding the use of SITRAM products. We also recommend consulting our [Materials Guide](#), [Coating Guide](#), and [Maintenance Guide](#).

Frying pans, saucepans

My SITRAM stainless steel frying pan (or stainless steel saucepan) is rusting. What should I do?

I left my SITRAM stainless steel frying pan (or stainless steel saucepan) on the stove and now the bottom is burnt. What should I do?

Why does food stick to my SITRAM stainless steel frying pan?

The coating on my SITRAM frying pan is damaged. Why? Should I replace the pan?

My SITRAM frying pan is warped. What should I do?

Can I use my SITRAM pan on an induction cooktop?

Monitoring indicators:

	2022	2023	2024
% Trade cardboard trays recycled	24%	58%	41%
% products with no primary packaging ("bulk")	53%	53%	47%

Monitoring indicators:

	2022	2023	2024
Number of consumer questions	2020	1138	1649

Gers Equipement

16 | CSR Report_2024

Gers Equipement

CSR Report_2024 | 17

The Pyrenees mountain range seen from the Gers Equipement site



Pillar 2: Suppliers

The action we take within this pillar contributes to the following sustainable development goals:



Use a safe, listed supplier pool

As an importing wholesaler, GERS EQUIPEMENT mainly procures products from Asia (China and India):

Origin of products	2022	2023	2024
Asia	96%	95%	95%
European Union (EU)	2%	2%	4%
Outside the EU	2%	3%	1%

Distribution of suppliers based on geographical area for 2024:

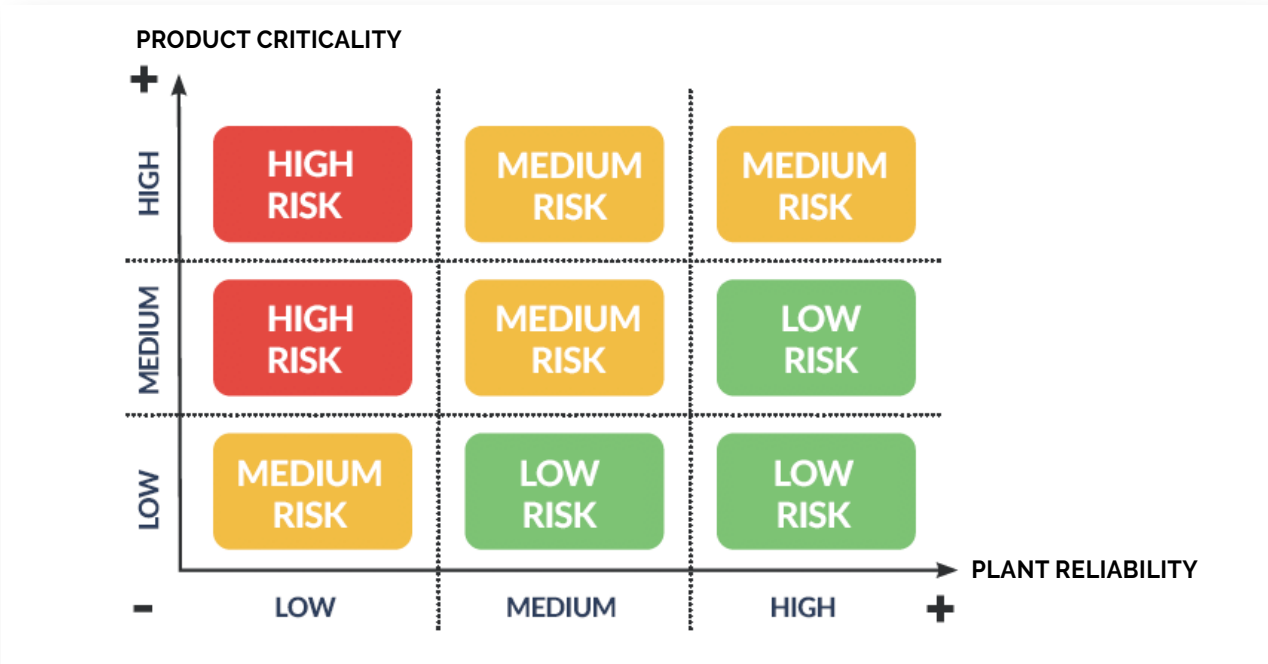
	Asia	Outside the EU	EU
Number of suppliers	130	2	7
Number of production plants	468	2	7

To meet the GERS EQUIPEMENT requirements and the “CSRD” and “CS3D”. Directives aiming to reduce governance risks and social and environmental risks at upstream supply chain level, every year we assess each supplier and give them a score of A, B or C (see definition). To do so, we take account of the audits performed and the performance of the production plants.

DEFINITION

- **Score “A”:** Suppliers assessed to have “excellent performance” based on purchasing, quality, social, environmental and supply chain criteria.
- **Score “B”:** Suppliers assessed to have “medium performance” based on purchasing, quality, social, environmental and supply chain criteria.
- **Score “C”:** Suppliers assessed to have “poor performance” based on purchasing, quality, social, environmental and supply chain criteria.

Risk assessment matrix at the level of each supplier/plant, used to modify the quality control plan:



Based on the criticality of the product and the supplier scores, which are reviewed every month, we modify the level of monitoring and support for the production plants. If there are any critical or recurrent issues, we can also decide to stop working with any given supplier.

2030 Goal:
75% of suppliers to sign the CSR code of conduct

Monitoring indicators:

	2022	2023	2024
% suppliers who signed the Cargo CSR code of conduct	49.6%	55.8%	53.4%
Number of audited/assessed suppliers involved in corrective action and training	18	36	69

Establish sustainable purchasing practices

In 2024, the percentage of GERS ÉQUIPEMENT sustainable products was still low, mainly because consumer purchasing habits were still not aligned with these products.

However, GERS EQUIPEMENT would like to accelerate the percentage of sustainable product sales in our portfolio and has communicated the four following priorities to the purchasing teams:

1.

Have 100% of buyers trained in sustainable purchasing considerations.
2.

Have 100% of suppliers who signed the Standard Operating Procedure (SOP) that contains the contractual elements to be observed in terms of product compliance and quality on the one hand and plant social and environmental compliance on the other.
3.

Increase the percentage of products made from recycled materials (in particular cookware items, which are the top carbon footprint contributors) with an objective of 50% of purchasing turnover from recycled materials and have our wood and paper products comply with FSC® quality standards.
4.

Use 20% FSC® packaging on our products, excluding bulk.



In 2025, we held a gathered for all our Chinese suppliers at our first CSR Forum (Ningbo) and awarded some of them for their best practices.

2030 Goal:
50% of sustainable sales

Monitoring indicators:

	2022	2023	2024
% sustainable sales (turnover)	3%	8%	3%
% of buyers having received training on responsible purchasing	44.5%	50%	45%
% of suppliers with contracts containing clauses on environmental, labor and human rights requirements (SOP)	50.4%	61.8%	61.7%
% total purchases of cookware items made of recycled materials	6%	7%	5%

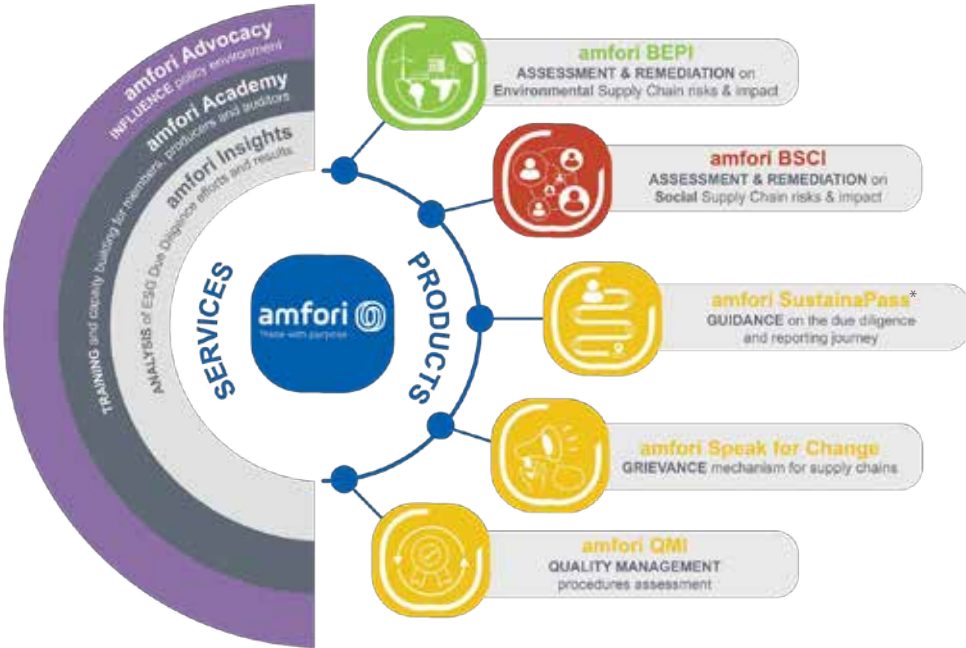
Our partnership with to comply with the CS3D

Amfori is an international association, which aims to facilitate sustainable trade practices by proposing real due diligence solutions in the supply chain.

- Some key figures:
- 2,500 members in 50 countries, including 170 in France (71% importers)
 - 65,000 active production sites in the base, in 110 countries
 - 40,000 audits and risk assessments/year
 - 9 million workers in member supply chains
 - 13 international audit partners

The Quality Director of GERS EQUIPEMENT is the President of amfori's French office, composed of leading retailers, brands and importers, which enables us to keep an eye on regulatory changes and new solutions to help meet the regulatory challenges of the "CSRD" and "Duty of Vigilance" Directives.

Amfori solutions:



2030 Goal:
90% of Purchasing turnover from plants covered by social audits or based in Europe

Monitoring indicators:

	2022	2023	2024
% of Purchasing turnover from plants covered by social audits or based in Europe	75%	80%	85%
Number of supplier plants covered by an on-site CSR audit	180	270	243

The Pyrenees mountain range seen from the Gers Equipement site



Pillar 3: Environment

Our actions taken within this pillar contribute to the following sustainable development goals:

6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION
14 LIFE BELOW WATER	15 LIFE ON LAND	17 PARTNERSHIPS FOR THE GOALS

Reduce Greenhouse Gases

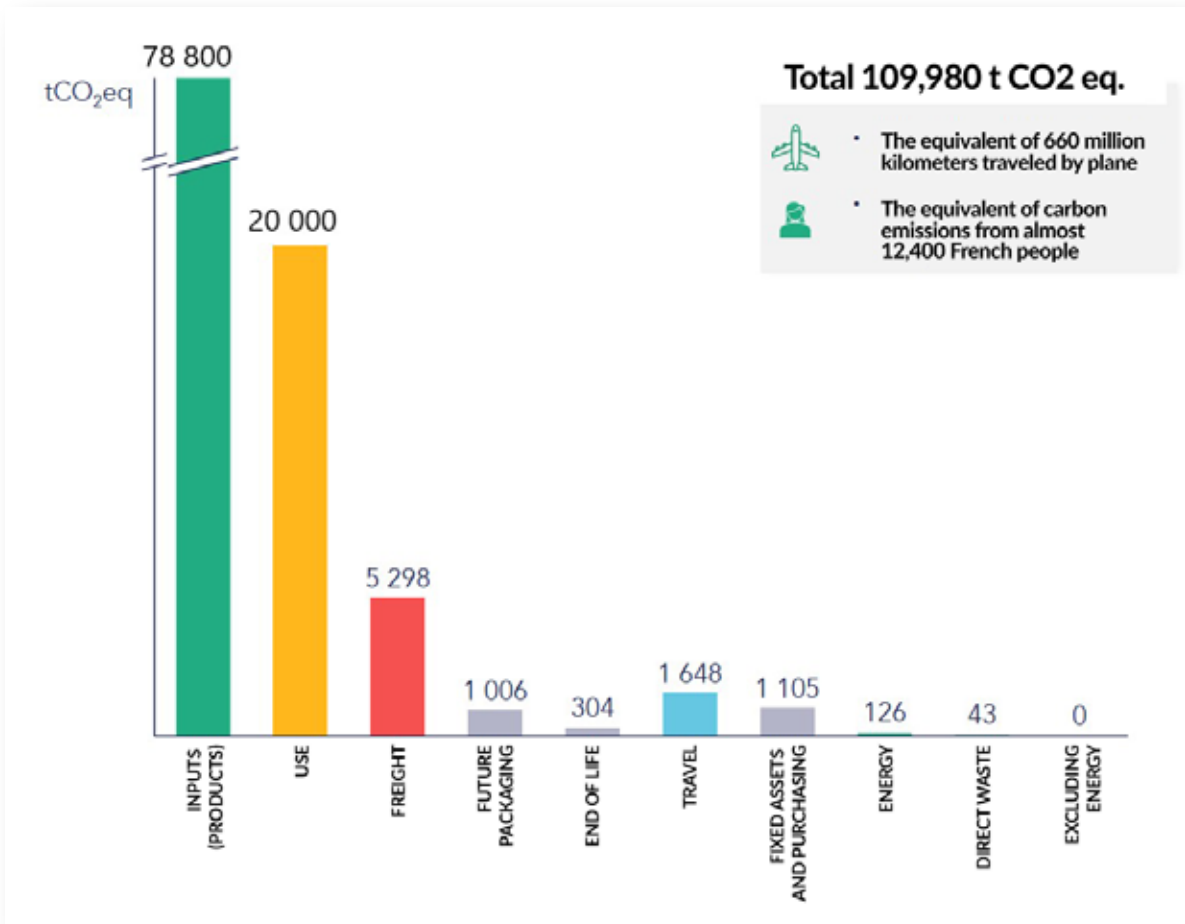
GERS EQUIPEMENT performed our first carbon assessment in 2022, which helped us quickly identify the drivers for reducing greenhouse gases:

- At scope 3 level (99% of total emissions), the first driver has been to increase the use of recycled raw materials in cookware items manufactured in and imported from Asia. To do so, we had to source aluminum and stainless steel manufacturers who are ISO 14021, GRS (Global Recycled Standard) or RCS (Recycled Claim Standard) certified to guarantee the origin and % of recycled material in the cookware items.

Marketing of products made of recycled materials



2022 Carbon assessment



- At scope 2 level, our Head Office was fully reconstructed in 2024 with the installation of solar panels and LED solutions. Our fleet of vehicles was also overhauled with the provision of hybrid vehicles (15% of our vehicles). Lastly, employees were trained on reducing energy consumption with, for example, user guides for IT equipment.



Solar panels

In 2025, GERS EQUIPEMENT defined a goal of having 50% of purchases of cookware items made of recycled raw materials to meet our 2030 carbon reduction goal, i.e., a 30% reduction in greenhouse gas emissions (compared with 2024 emissions). In addition, GERS EQUIPEMENT will set up a strategic partnership with the software publisher MOBEETIP to update our carbon assessment every year.

2030 Goal:
30% reduction in greenhouse gas emissions compared with 2024

Monitoring indicators:

	2022	2023	2024
Total greenhouse gas emissions (metric tons)	109,980	67,230	89,120
% total purchases of cookware items made of recycled materials	6%	7%	5%
Generation of solar energy (kWh)	0	0	18,700

Manage the product life cycle

In the context of our “Recycling” sales operations proposed to stores, **GERS EQUIPEMENT** is offering to renovate used cookware. To do so, we have set up a **cookware recycling channel in partnership with LOSTIS RECYCLAGE** where used products are given a second lease of life.

In September 2025, there are plans for a new “recycling” scheme with Leclerc stores.

1st step: supply recycling bins in stores



2nd step: sorting of materials at LOSTIS RECYCLAGE



3rd step: manufacture of aluminum ingots by the refiner



Monitoring indicators:

	2022	2023	2024
Metric tons of recycled used cookware (recycling op)	21	36	No sales operation

Reduce company waste and manage its flow

Since 2017, **GERS EQUIPEMENT** has been working in partnership with SUEZ to recycle paper, card, plastic and wood from company waste.

2024 SUEZ qualification



Monitoring indicators:

	2022	2023	2024
Weight of recycled waste	732	713	742



Pillar 4: Employees

The action we take within this pillar contributes to the following sustainable development goals:



Provide pleasant, fitting working conditions

GERS EQUIPEMENT is providing employees with:

- New offices (2,200 m²) that comply with the latest environmental standards on energy consumption and have confidential conversation spaces.
- A canteen (300 m²) fully equipped with a roof terrace.
- A free gym.
- Company health insurance and a provident fund for all.
- An end-of-year bonus and profit-sharing schemes for all.
- A work from home day and flexible working hours have been set up for office workers.
- A break and games room.

In 2025, we have plans to conduct a survey on Quality of Working Life (QWL) for all employees to continue improving working conditions.

New offices, canteen and gym.



Our “Youngpouss” initiative – or how to involve our youngest employees in company growth

Our YoungPouss team is composed of the youngest employee from each department to have a permanent contract. The team's aim is to improve well-being at work and reflect on new products or concepts to invent the company of the future.

- Their most significant achievements have been:
- Creation of the Bonjour Planet range, which has become a top range in our offering of eco-designed kitchen utensils
 - Welcome kit for new employees
 - Organization of After Work events
 - Creation of an orchard and henhouse

In 2025, our YoungPouss employees are looking at setting up hives to produce organic honey.



New Bonjour Planet range

* my action for the planet

Our PRODUCT commitments

STRENGTHEN

MORE SUSTAINABLE products for MORE RESPONSIBLE consumption

reinforced seams + quality tested = A SUSTAINABLE PRODUCT

REDUCE

REDUCE our environmental impact by reducing packaging, consumption and energy resources

bulk purchasing = 0 WASTE

REUSE

EXTEND the shelf-life of products to CONTROL their consumption

= 0 WASTE

RECYCLE

Use materials subject to REUSE or REPROCESSING

sorted and recycled into beads = 1 NEW PRODUCT

GIVE BACK TO THE EARTH

Use materials with a MINIMAL IMPACT at END OF CONSUMPTION

plant-based = 1 BIODEGRADABLE PRODUCT

SHALL WE TAKE ACTION?

Monitoring indicators:

	2022	2023	2024
YoungPouss workforce	10	9	10

Diversity, equality and inclusion

Out of 260 employees in 2024, **59% of the total GERS EQUIPEMENT workforce were women**. They held key positions in the team of Executives, Logistics, Sales Administration, Trade and Purchasing. Our gender equality index was 86 in 2024, which corresponds to the national average.



GERS EQUIPEMENT also set up a self-defense workshop for female employees, to enhance their well-being and personal safety.

In addition, 4.9% of the workforce is currently disabled and we occasionally call upon two of the region's vocational rehabilitation centers. In 2025, Gers Equipement repeated the Duo Day experiment once again, offering our employees the opportunity to form a pair with a disabled person. This action aims to demystify disability at work, make steps toward inclusion, strengthen our social values and reveal new talent.



GERS EQUIPEMENT has trained a harassment officer. The aim of this officer is to be a special contact in the event of harassment, support victims and take the necessary action to guarantee a safe, respectful working environment.

Monitoring indicators:

	2022	2023	2024
% of women in the company	58%	59%	59%
Gender equality index	91	91	86%
% disabled people	4.9%	5.9%	4.9%

Be a sustainable employer, deeply rooted in the region

GERS EQUIPEMENT supports the Restos du Cœur fundraiser for people suffering from hardship every year. Since 2020, employees have been able to take half a day off work to help with fundraising in stores in the region.

In 2025, the adventure will begin again on March 7 and 8.

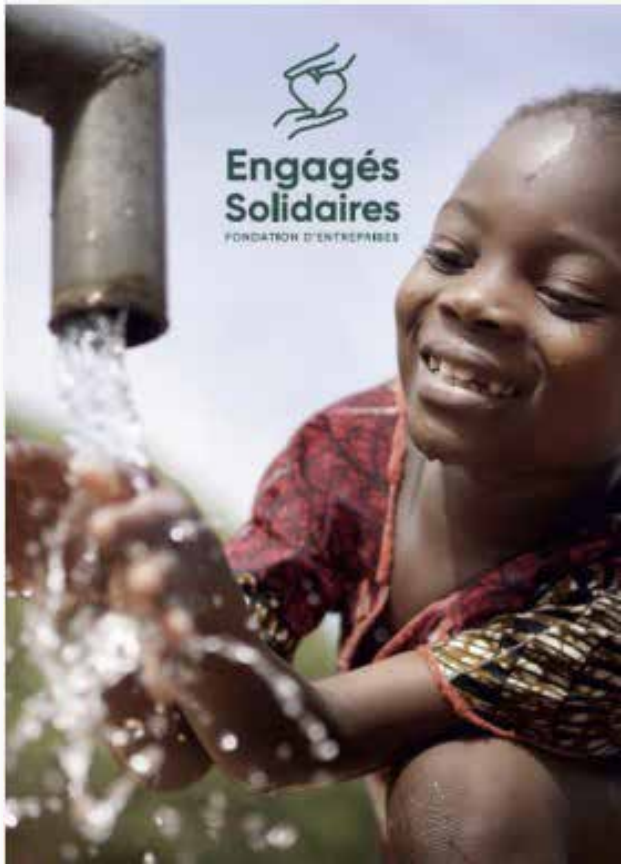


Be an ethical, supportive employer

GERS EQUIPEMENT is a founding member of the "Engagés Solidaire" Foundation which undertakes humanitarian and social action. Over €1,000,000 had been paid as of late 2023 since the creation of the Foundation by GERS EQUIPEMENT and the whole CARGO Group.

The Foundation focuses on four types of project:

- Access to energy and drinking water (installation of solar kits for lighting, boring of wells and installation of pumps, construction of toilet blocks)
- Means of subsistence (acquisition of land to create a vegetable patch or a henhouse, funding of rice farmer cooperatives)
- Access to accommodation and health care (development of medical infrastructure, construction of dormitories for orphanages)
- Access to education or employment (building schools, purchasing books, textbooks, supplies and furniture)



<http://www.engages-solidaires.org/>



School construction project

Monitoring indicators:

	2022	2023	2024
Number of fundraising days for Restos du Cœur (FTE)	24	22	18
Metric tons collected in Mirande	5.4	4	3.5

Monitoring indicators:

	2022	2023	2024
Annual contribution from GERS EQUIPEMENT (in €)	19,000	28,500	28,500

April 2025

 Gers Equipement